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ABSTRACT

Comparative information on faculty salaries, fringe benefits, and related practices, reported in tabular form, comprises this report which covers all New York state community colleges including those where employees have not organized into formal negotiating units. Most items presented deal with contractual provisions, although some represent common practices at an institution that are not part of a contract; differentiation of the two source types is not attempted. Tables generally refer to the 1976-77 school year; however, when new contracts were not then in effect, the most recent available contract data were used. Future wage information from multi-year contracts is included when available. Tables cover employee unit definitions; management positions specifically excluded from negotiating units; general contract provisions; full-time faculty salary ranges; salary increments and increases; community college and state university average salaries; teaching loads and office hours; class size and preparations; department chairman provisions; evening, overload, and summer session provisions; promotion and tenure policies; health insurance and short-term leave provisions; employment provisions for non-teaching professional staff; grievance and arbitration procedures; union privileges; and official credit course enrollments for fall 1976. Retirement plan information is included. (TR)

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1976-1978

COMMUNITY COLLEGE REPORT

TABLES SUMMARIZING SALARIES, FRINGE BENEFITS AND RELATED PRACTICES AFFECTING PROFESSIONAL EMPLOYEES OF NEW YORK STATE COMMUNITY COLLEGES

Covers the following Community Colleges:

Adirondack
Broome
Cayuga
Clinton
Columbia-Greene
Corning
Dutchess
Erie
Fashion Institute
Finger Lakes
Fulton-Montgomery
Genesee
Herkimer
Hudson Valley
Jamestown
Jefferson
Mohawk Valley
Monroe
Nassau
Niagara
North Country
Onondaga
Orange
Rockland
Schenectady
Suffolk
Sullivan
Tompkins-Cortland
Ulster
Westchester

City University of New York
(which includes)

Bronx
Hostos
Kingsborough
LaGuardia
Manhattan
New York City
Queensborough
Staten Island

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Prepared by the

NEW YORK STATE PUBLIC EMPLOYMENT RELATIONS BOARD
50 Wolf Road
Albany, New York 12205

March 1977

March 1977

REPORT ON CURRENT PRACTICES FOR PROFESSIONAL EMPLOYEES OF NEW YORK STATE COMMUNITY COLLEGES

he purpose of this report is to provide college officials, local govern-
ponsors and employee organizations with comparative data on salaries,
benefits and other related practices of community colleges.

his updates the January 1976 Report and covers all community colleges in-
g those in which the employees have not organized into formal negotiating
Most of the items are contractual provisions, however, some represent
mmon practice at the institution and are not part of a contract. Differ-
ion of the two types of sources was not attempted. The tables generally
to the 1976-77 school year. However, where a new contract is not yet in
, data from the most recently available contract is reported. Future wage
ation from multi-year contracts is also included when available.

e thank the college officials and union representatives who provided con-
and handbooks, and for their suggestions and corrections.

he New York State Public Employment Relations Board wishes to assume all
sibility for any errors or omissions in this report.

dditional copies of this report may be obtained from the Public Employ-
elations Board, 50 Wolf Road, Albany, New York 12205. Please address all
ies to Dr. Thomas E. Joyner, Director of Public Employment Research.

Notes:

The former Auburn Community College has changed sponsors from the City of Auburn to the County of Cayuga and is now known as Cayuga County Community College.

Contract negotiations for the following community colleges were either at impasse or were at the stage where proposed contracts had not yet been ratified as of March 1, 1977. Information for these colleges is based on previous reports or upon data supplied by college officials.

CUNY	North Country
Clinton	Orange
Columbia-Greene	Rockland
Hudson Valley	Suffolk
Monroe	Ulster
Nassau	Westchester

****

CURRENT PRACTICES AFFECTING

PROFESSIONAL EMPLOYEES OF NEW YORK STATE COMMUNITY COLLEGES

CONTENTS

Table		Page
I	EMPLOYEE UNIT DEFINITIONS.....	1
II	MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM NEGOTIATING UNIT.....	5
III	GENERAL CONTRACT PROVISIONS	6
IV	FULL-TIME FACULTY SALARY RANGES	9
V-A	SALARY INCREMENTS	12
V-B	SALARY INCREASES	15
VI-A	COMMUNITY COLLEGES AVERAGE SALARIES	19
VI-B	STATE UNIVERSITY AVERAGE SALARIES	20
VII-A	TEACHING LOAD & OFFICE HOURS	21
VII-B	CLASS SIZE - PREPARATIONS	24
VIII	DEPARTMENT CHAIRMAN PROVISIONS	26
IX	EVENING, OVERLOAD, AND SUMMER SESSION PROVISIONS	28

	PROMOTION AND TENURE POLICIES	31
	HEALTH INSURANCE AND SHORT TERM LEAVE BENEFITS	35
	EMPLOYER CONTRIBUTION RATE TABLES	39
I	SABBATICAL LEAVE PROVISIONS	41
II	EMPLOYMENT PROVISIONS FOR NON-TEACHING PROFESSIONAL STAFF	44
V	SUMMARY OF GRIEVANCE PROCEDURES	47
	LANGUAGE GOVERNING SCOPE OF GRIEVANCE PROCEDURES	50
I	ARBITRATION PROVISIONS	54
II	UNION PRIVILEGES	57
III	MISCELLANEOUS INSURANCE BENEFITS	60
X	OFFICIAL CREDIT COURSE ENROLLMENT, FALL 1976	61

APPENDIX A -- Available Retirement Plans A-1
Listing of Plans by College A-2
Explanation of Plans and Rates A-3

TABLE I

EMPLOYEE UNIT DEFINITIONS

Community College	Recognized Bargaining Agent	Employee Unit Scope
ndack	Faculty Association of Adirondack Community College (ACCF)	All full-time employees of the college in the academic rank of instructor, assistant professor, associate professor, professor, and full-time employees with appointment as assistant librarian, counselor, technical instructor or assistant instructor.
e	Faculty Association of Broome Community College (NYSUT)	Faculty counselors, directors, librarians, divisional & department chairmen.
a	Cayuga County Community College Faculty Association (ACCF)	All full-time faculty with academic rank.
University of New York	Professional Staff Congress (NYSUT)	All members of the instructional staff. 40 job titles included, 28 job titles excluded.
on	Faculty Association of Clinton Community College (ACCF)	All full-time teaching faculty with contract as instructor, assistant professor, associate professor and professor, including non-teaching professionals.
bia-Greene	Columbia-Greene Community College Federation of Teachers (Local 2062 AFT) (NYSUT)	All members of the professional service holding academic ranks of professor, associate professor, assistant professor, instructor, assistant instructor, librarian, assistant librarian, technical assistant, and any other individual engaged in classroom instruction for more than one-half of the full-time load excluding all members of the non-professional service.
oj	Not organized	
ess	Dutchess United Educators (NYSUT)	All full-time teaching professionals and non-teaching professionals serving in 18 specified positions.
	Faculty Federation of Erie Community College (ACCF)	Professional employees, teaching faculty, librarians, employees in graphic arts and industrial sections and technical assistants.

TABLE I

EMPLOYEE UNIT DEFINITIONS

Community College	Recognized Bargaining Agent	Employee Unit Scope
shion Institute	United College Employees Local 3457 AFT (NYSUT)	Specified titles covering classroom faculty, non-classroom faculty, technologists and classified staff.
nger Lakes	Community College of the Finger Lakes Faculty Assn. (ACCF)	All full-time teaching faculty (assistant instructor, instructor, assistant professor, associate professor, professor) and the head librarian, associate librarian, director of admissions, director of financial aids, assistant librarian, college nurse, laboratory assistant, director of reading programs counselor, director of student activities, director of learning resources, director of counseling, and department heads, and excluding all other employees of the employer.
lton-Montgomery	Fulmont Association of College Educators (ACCF)	All professional employees
nesee	Genesee Educational Association (ACCF)	All full-time teaching faculty, full-time librarians, full-time counselors, division chairmen, full-time directors and full-time technical assistants.
rkimer	Herkimer Community College Faculty Assn.	Teaching and non-teaching faculty
dson Valley	Hudson Valley Community College Faculty Assn. (ACCF)	All teaching faculty including assistant instructor, assistant professor, associate professor, professor, al assistant librarian (full or part time) adjunct and part time instructional faculty of credit bearing courses.
mestown	Faculty Association of Jamestown Community College (ACCF)	All professional college personnel under contract on a full-time or part-time basis.
fferson	Jefferson Community College Faculty Association (ACCF)	Those in "Professional Services".
hawk Valley	Mohawk Valley Community College Professional Assn. (NYSUT)	A full-time professional service, faculty and professional support staff.

TABLE I

EMPLOYEE UNIT DEFINITIONS

Community College	Recognized Bargaining Agent	Employee Unit Scope
Monroe	Faculty Association of Monroe Community College (NYSUT)	All professionals--teaching faculty, counselors, librarians, business manager, controller, directors, associate & assistant directors, associate and assistant deans, and other certified instructional or professional personnel.
Nassau	Nassau Community College Federation of Teachers (Local 3150) (NYSUT)	Professor, associate professor, assistant professor, instructor, assistant instructor, library staff, technical assistant, laboratory assistant, administrative assistant, evening division coordinator, evening division counselor, production designer-theater, technical director-theater, assistant director of counseling, assistant counselor, counselor, senior counselor & assistant registrar.
Niagara	Faculty Association of Niagara County Community College	Full-time faculty
North Country	Faculty Association of North Country Community College (ACCF)	All professional personnel except the President and Dean of Business Affairs.
Onondaga	American Federation of Teachers (Local 1845) (NYSUT)	All full-time members of the professional staff included in the following titles: counselors, librarians, audio-visual coordinators, instructor's assistants, lecturers, instructors, assistant professors, associate professors and professors.
Orange	Orange County Community College Faculty Association (ACCF)	Professional Personnel: Full and part-time academic rank teaching staff, counselors, librarians, technical assistants.
Rockland	Rockland Community College Federation of Teachers (Local 1871-AFT) (NYSUT)	Teaching faculty, administrative staff, librarians and counselors.

TABLE I

EMPLOYEE UNIT DEFINITIONS

Community College	Recognized Bargaining Agent	Employee Unit Scope
Schenectady	Schenectady Community College Faculty Association (ACCF)	Full-time faculty members, librarian, nurses, counselors, directors, coordinators, specialists and assistants to directors.
Suffolk	Faculty Association of Suffolk County Community College (NYSUT)	Full-time teaching faculty, counselors, librarians, coordinator and reading specialist.
Sullivan	Professional Staff Association of Sullivan County Community College (ACCF)	All professional employees except managerial/ confidential.
Tompkins-Cortland	Not formally organized - Associated with the American Association of University Professors	Undetermined
Ulster	Ulster County Community College Faculty Association (ACCF)	Full-time professional teaching staff holding academic rank
Westchester	Westchester Community College Federation of Teachers (Local 2431 AFL-CIO) (NYSUT)	All full-time and regular part-time professional staff employees and professional support staff.

ACCF: Associated with the Associated Community College Faculties

NYSUT: Affiliated with the New York State United Teachers

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM NEGOTIATING UNIT

Community College	President	Vice President	Assistant to President	Deans	Associate) Dean Assistant)	Chief Fiscal Officer	Superintendent of Facilities	Directors	Dept. Chairmen Dept. Heads	Division Chairmen Division Heads	Coordinator	Public Relations Officer	Registrar	Assistant, Assoc. Directors	Administrative Assistant	Head Librarian
rondack	x			x		x	x	x			x	x	x			x
ome	x		x			x	x	x				x	x		x	x
y University of New York	x		x	x	x			x						x	x/4	x
nton	x		x	x	x	x		x			x	x	x		x	
chess	x			x	x			x/1								
e	x				x					x	x					
hion Institute	x		x	x	x	x					x	x		x		x
ger Lakes	x			x	x			x/2								
ton-Montgomery	x			x	x	x	x									
esee	x		x	x	x	x						x			x	
son Valley	Excludes all those not specifically mentioned in Unit Scope (Table I)															
estown	x		x	x	x	x						x			x	
ferson	x		x	x												
awk Valley	x		x	x	x	x		x	x		x	x	x	x	x	x
roe	x		x	and Director of Personnel												
gara	x		x	x	x					x		x	x			
th Country	x				x											x
ndaga	x		x	x	x	(Members of Administrative Unit)							x			
nge	x		x	x	x			x	x	x	x	x	x	x	x	x
kland	x		x	x	x	x		x				x	x			
enectady	x		x	x	x	x		/3	x			x	x			
folk	x		x		x										x	x
ivan	x		x	x	x			x/4			x	x				
tchester	x		x	x	x			x		x	x	x	x			

/1 Only the Directors of Publications and Computer Center.

/2 Only the Directors of Planning & Institutional Research, Placement & Community Relations.

/3 Only the Director of Physical Education Program is specifically excluded.

/4 Only some positions under this category are excluded.

TABLE III

GENERAL CONTRACT PROVISIONS

Community College	Contract Term	Wage Reopener	Academic Work Year	Management Signature (Title)
rondack	8/22/75-8/21/77	No	August 25-May 29 Commencement	Chairman-College Negotiation Committee & Board of Trustees
ome	9/1/75-8/31/78	No	5 work days prior to sched. start of classes in Fall to 5 days @ graduation in Spring	County Executive
uga	7/1/75-8/31/78	Yes (7/1/77)	Contract August 15-June 15	College President
umbia-Greene	9/1/74-8/31/76	No	Three days prior to first scheduled event in Fall to first Friday following first Monday after Commencement	Chairman-Columbia Co. Bd. of Supervisors and Chairman-Greene County Legislature
y University of NY	10/1/73-8/31/75	No	September 1 to day after Commencement	Chairman-Board of Higher Education
nton	9/1/73-8/31/76	No	September 1 - June 30	Chairman, Board of Trustees, College President
ning	Not organized	N.A.	September 1 - June 30 (Handbook states Workshop to Commencement)	
chers	9/1/75-8/31/77	No	Four days before classes to three days after graduation	Chairman-Board of Trustees & County Executive
e	9/1/75-8/31/77	No	Academic Calendar Year (9/7/76-5/23/77) includes Registration & Commencement	Chairman-Board of Trustees & County Executive
hion Institute	9/1/75-1/31/79	Yes	Academic Calendar Year	College President
ger Lakes	9/1/75-8/31/78	Yes	Academic Calendar Year	Chairman-Board of Trustees
ton-Montgomery	9/1/76-8/31/79	No	Academic Calendar-Maximum of 41 weeks September 1 to Commencement	Chairman-Board of Trustees, College President
esee	8/26/74 to conclusion of 1976-77 Academic Year	Yes	Academic Calendar Year (Aug. 26-June 6)	Chairman-Board of Trustees, President of College and Chairman-County Legislature
kimer	9/1/74-8/31/77	Yes	10 mos or less at discretion of President Faculty to be available 10 days before & after Academic Calendar Year	Chairman-Board of Trustees & President of College

TABLE III

GENERAL CONTRACT PROVISIONS

Community College	Contract Term	Wage Reopener	Academic Work Year	Management Signature (Title)
Hudson Valley	8/27/74-8/31/76	No	August 26 to Commencement on May 22. Not required to be on campus when no classes or meetings.	College President, Chairman-Board of Trustees
Jamestown	9/1/76-8/31/77	No	Academic Calendar Year - Orientation to Commencement (Aug 23 - May 28)	Chairman-College Negotiating Team
Jefferson	9/1/76-8/31/78	Yes	Academic Calendar Year - Faculty not ~~required to be on campus during holidays~~ and after Commencement.	Chairman Co.Bd. of Supervisors ~~Chairman Board of Trustees~~
Mohawk Valley	9/1/75-8/31/77	Yes	September 1 - June 30 unless released by Employer	Chief College Negotiation Chairman, Chairman County Legislature
Monroe	9/1/73-8/31/76	No[1]	September 1 to June 30	Chairman Board of Trustees, College President
Nassau	9/1/74-8/31/76	Yes	Academic Calendar Year - Maximum 10 mos.	County Executive, College President
Niagara	9/1/75-8/31/77	No	Not prior to Sept. 1 through June commencement; not later than the third Sunday after the end of final exams.	Chairman Board of Trustees and Chairman of County Legislature
North Country	9/1/74-8/31/76	No	September 1 - May 31	College President, Chairman Board of Trustees, Chairman for Essex & Franklin County Legislatures
Onondaga	9/1/74-8/31/77	No	One day before Registration to one day after Commencement	College President, County Executive
Orange	9/1/73-8/31/76	No	September 1 - June 30	County Executive, Chairman Board of Trustees
Rockland	9/1/75-8/31/76	No	September 1 - June 30: Faculty Sept 1-Aug 31: Administrative, Librarians, Counselors	Chairman-Board of Trustees, Chairman of County Legislature

TABLE III

GENERAL CONTRACT PROVISIONS

Community College	Contract Term	Wage Reopener	Academic Work Year	Management Signature (Title)
henectady	9/1/7[illegible]-8/31/78	Jan. 1976 & Jan. 1977	September 1-June 30. Off during holidays and recesses.	Chairman-Board of Trustees
folk	9/1/74-8/31/76	No	September 1-June 30. Need not be on campus if no assignments.	County Executive
llivan	9/1/75-8/31/78	1977-1978	September 1-August 31. Three months vacation leave-January, July, August. Teaching staff may be brought in early or at other times for registration and workshops.	Chairman of the Board of Trustees and Chairman of the Board of Supervisors
pkins-Cortland	Not organized	N.A.	August 30, 1976-June 28, 1977	
ster	9/1/74-8/31/76	No	September 1 - June 30	Chairman of County Legislature
stchester	9/1/73-8/31/76	No	Academic Calendar, maximum 10 months.	County Executive

A. -- Not Applicable.

TABLE IV

FULL-TIME FACULTY SALARY RANGES

Community College		Tech. Specialist Technician Asst. Instructor		Instructor		Assistant Professor		Associate Professor		Professor	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Adirondack*	1975-77	$ 7,000	$10,000	$ 9,000	$13,500	$10,000	$16,000	$11,000	$19,000	$13,000	$22,000
Broome	1976-78	No minimum or maximum wages set by contract.									
Cayuga*	1976-77			9,750	13,065	11,495	16,689	13,330	19,995	16,217	Not set
City University of NY											
1976-77	(A)	12,200	14,300	12,700	19,350	13,930	21,530	18,430	27,700	23,100	33,475
	(B)	13,000	15,800				23,030 (With PhD)				
	(C)	15,300	17,800								
1/2/74: The Assistant Professor (without PhD Community College Salary Schedule will be merged with the regular salary schedule.											
Clinton	1974-76			8,900	Not set	9,800	Not set	11,300	Not set	12,800	Not set
Columbia-Greene	1975-76	8,193	10,359	9,518	12,410	10,362	14,576	12,169	17,953	14,337	21,081
Corning	1976-77	---	---	9,200	13,800	11,050	16,600	13,350	20,000	16,000	24,000
Dutchess	1976-77	---	---	9,519	14,456	11,854	19,979	14,079	23,321	17,054	28,154
Erie	1976-77										
	Graphic Arts	9,156	11,626	11,473	15,862	13,614	18,783	15,968	21,288	17,856	23,824
	Sr. TV Tech.	12,318	16,366								
	Elect.Tech.	11,473	15,187								
Fashion Institute	1976-77			15,600	17,050	18,330	24,330	21,630	29,300	26,600	34,950
Finger Lakes	1976-77			10,875	Not set	12,724	Not set	14,842	Not set	17,208	Not set
	Tech.Spec.	10,147	Not set								
	Asst.Instr.	9,605	Not set								
Fulton-Montgomery											
1976-79	Tech. I	8,640	None	13,440	None	16,320	None	19,200	None	22,080	None
	Tech. II	10,560									

TABLE IV

FULL-TIME FACULTY SALARY RANGES

Community College		Tech. Specialist Technician Asst. Instructor Minimum	Tech. Specialist Technician Asst. Instructor Maximum	Instructor Minimum	Instructor Maximum	Assistant Professor Minimum	Assistant Professor Maximum	Associate Professor Minimum	Associate Professor Maximum	Professor Minimum	Professor Maximum
Genesee	1974-77	$ 7,500	$10,500	$ 9,500	$14,000	$10,500	$17,000	$12,000	$23,000	$14,000	$25,000
Herkimer	1976-77	7,500	9,600	8,500	14,000	10,000	17,200	11,500	20,000	13,000	22,600
Jamestown	1976-77	5,000	Not set	8,000	Not set	9,550	Not set	11,500	Not set	13,450	Not set
Jefferson*	1976-78	9,600	13,100	11,000	15,000	12,000	18,000	14,200	21,200	16,500	24,600
Mohawk Valley	1976-77	8,000	---	9,000	---	10,500	---	13,500	---	16,500	---
Monroe	1975-76			10,316	19,341	12,342	22,801	14,361	26,800	17,891	33,196
Nassau	1975-76			13,208	17,832	15,423	21,663	18,543	26,520	23,400	32,526
Niagara	1976-77			10,878	16,340	12,646	18,831	14,310	21,215	16,078	24,163
North Country	75-76 (Tech 2)	7,022	12,920	9,362	15,261	10,954	17,695	12,779	19,942	14,980	22,142
	(Tech 1)	7,958	13,856								
Onondaga	1976-77	8,416	11,842	11,158	15,701	12,989	18,277	15,078	21,216	17,621	24,798
Orange	1975-76	7,235	13,558	9,439	20,447	10,907	22,946	12,164	25,187	13,250	27,361
Rockland	1975-76	8,186	13,728	10,355	15,443	11,708	18,494	13,912	22,400	15,277	25,453
Schenectady*	1975-77	10,494	17,738	8,745	14,782	9,625	16,674	11,495	19,966	14,135	23,887
Suffolk	1975-76 (Tech 1)	8,416	13,711	11,279	18,373	13,057	21,268	15,870	25,853	20,257	32,994
	(Tech 2)	9,743	15,870								
Sullivan	1975-76 (TA I)	7,100	14,430	8,500	15,620	9,700	17,820	11,500	20,570	13,500	24,200
	(TA II)	5,500	9,900								
	(IA)	8,500	12,700								

TABLE IV

FULL-TIME FACULTY SALARY RANGES

Community College		Tech. Specialist Technician Asst. Instructor		Instructor		Assistant Professor		Associate Professor		Professor	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Tompkins-Cortland											
Grade I)	1976-77	$ 5,723	$10,668	$ 8,243	$14,753	$ 9,398	$18,113	$10,920	$20,790	$12,705	$24,728
Grade II)		6,715	12,248								
Grade III)		7,712	14,222								
Grade IV)		9,051	16,595								
Ulster	1974-76			9,100	15,080	10,500	17,718	12,500	21,088	14,900	23,897
Westchester	1975-76			14,595	16,145	16,950	23,950	20,280	27,955	22,980	32,480

* Salary ranges for hiring new faculty; returning faculty receive negotiated increases.

28

29

TABLE V-A

COLLEGES REPORTING SOME FORM OF SALARY INCREMENTS

Community College	ANNUAL SALARY SCHEDULE INCREMENTS								Minimum Promotion Pay Increase		
	Instructor		Assistant Professor		Associate Professor		Professor		Assistant Professor	Associate Professor	Professor
	No.	Amount	No.	Amount	No.	Amount	No.	Amount			
oome	Longevity: Each employee shall receive $300 after 10 yrs, 20 yrs & 30 yrs continuous service.										
yuga									$300	$300	$300
ty University of NY	1st	$850	1st-3rd	$750	1st	$850	1st	$850			
Effective 10/1/74)	2nd	750	4th	850	2nd	750	2nd	750			
	3rd	600	5th	600	3rd-5th	1000	3rd-5th	1000			
	4th	850	6th	650	6th	1670	6th	2025			
	5th-10th	600	7th	750	7th-9th	1000	7th-9th	1250			
			8th-11th	1000							
lumbia-Greene 1974-75	7	464	8	579	9	695	9	811			
1975-76	7	483	8	602	9	723	9	843			
rning									600	600	600
ie	5	675	5	795	4	967	4	1085	795	967	1085
Longevity	3	295	3	347	3	422	3	474			
	1973: One longevity increment granted at 9 years' service (5 @ top).										
	1974: Two granted at 14 and 19 years of service.										
	9/1/73: Returning faculty receive flat $400.										
	1/1/74: Returning faculty receive flat $400.										
	1/1/75: Returning faculty receive flat $600.										
	"Movement through the schedule at the rate of one increment per year to Step V shall be based on merit."										
nger Lakes	----------No salary steps or schedule----------								----------Salary increase of 5.0%----------		
lton-Montgomery	----------No salary steps or schedule----------										
nesee	----------No specific steps----------										

COLLEGES REPORTING SOME FORM OF SALARY INCREMENTS

Community College		ANNUAL SALARY SCHEDULE INCREMENTS								Minimum Promotion Pay Increase		
		Instructor		Assistant Professor		Associate Professor		Professor		Assistant Professor	Associate Professor	Professor
		No.	Amount	No.	Amount	No.	Amount	No.	Amount			
Hudson Valley										$350	$300	$250
Jefferson		0*	$570	0*	$684	0*	$812	0*	$940	6%	6%	6%
*Note increments eliminated effective 9/1/76. Employees entitled to increments under old contract will receive them in September 1976 and September 1977. No increments after 8/31/78, except longevity.												
Nassau	1974-75)	9	$514	9	$693	9	$886	9	$1014			
Niagara		----------No steps----------								1976-77: Total increase of $2,400 above 1975-76 salary on promotion.		
North Country		9	655	9	749	9	796	9	796	Move to the equivalent step of the new ra		
Onondaga		----------7 increments, each 5% of previous step----------								At least equal to the increment for which the individual would have been entitled had he not been promoted.		
Orange	1975-76	15	813[a]	15	878[a]	15	943	15	1020[a]	Step of next rank at least equal to old increment.		
Rockland	1975-76	10	510	10	678	10	850	10	1018	No automatic increments. Present schedul derived to effect a 10% increase.		

TABLE V-A

COLLEGES REPORTING SOME FORM OF SALARY INCREMENTS

Community College		ANNUAL SALARY SCHEDULE INCREMENTS								Minimum Promotion Pay Increase		
		Instructor		Assistant Professor		Associate Professor		Professor		Assistant Professor	Associate Professor	Professor
		No.	Amount	No.	Amount	No.	Amount	No.	Amount			
Suffolk	1975-76	----------10 increments, each 5% of previous step----------								See Table V-B		
Sullivan		---------- None ----------								$800	$900	$900
Tompkins-Cortland (1974-75)		20	325	22	465	22	498	22	601	325	465	498
Ulster		----------								500	600	700
Westchester	1975-76	3	775	5	1400	5	1535	5	1900			

/a - This is after 4th step. First 4 steps increase by 6.8%.

TABLE V-B

COLLEGES REPORTING SALARY INCREASES

Community College	Salary Increases
Adirondack	1975-76: An increase above 1974-75 contract salary (exclusive of extra pay) as follows: Assistant Instructor-$700, Instructor-$900, Assistant Professor-$1025, Associate Professor-$1250, Professor-$1500. 1976-77: Returning full-time staff shall be paid at the rate of his 1974-75 contract salary (exclusive of extra pay) increased by the amount shown in the cost-of-living schedule in contract, reproduced in part below. The amounts increase from $25 to $70 depending on rank, for every 1/2 percent increase in the NY-NJ CPI from May 1975 to May 1976. Based on the 6.5% increase in CPI 1976-77 increases were as follows: Asst. Instructor-$1240, Instructor-$1560, Asst. Professor-$1885, Associate Professor-$2300, Professor-$2700. Each staff member promoted shall receive the increment for the higher rank and in addition the following increments: $200 to Assistant Professor, $300 to Associate Professor and $500 to Professor.
Broome	1976-77: 5.6% increase for those hired before 7/15/76; minimum salaries for each grade increased by 5.0%. 1977-78: Effective 9/1/77 employees hired before 7/15/77 receive 5.0% increase; on or before 2/1/78 all employees hired before 7/15/77 receive an additional increase retroactive to 9/1/77. The faculty association shall determine prior to 2/1/78 which of the following formulae will apply; in no event shall the % Increase Formula exceed 4½%: A. $\frac{\%\text{ Increase Formula} \times \text{Eligible Employees Salary as of 7/15/77}}{\text{Number of Eligible Employees}}$ = Salary Increase for Eligible Employees The % Increase Formula will be determined by the percentage change in the U.S. Cities Average CPI for the period March 1976 to March 1977. For each % increase between 5% and 7% there shall be a one for one increase in the % increase formula. Between 7% and 12% there shall be a 1/2% increase for each % change. (e.g. an increase of 9% in the CPI would generate an additional 3% in the % Increase Formula) OR B. $\frac{\text{Average Salary of Comparable Community Colleges} - \text{Average Salary of Broome C.C.}}{\text{Average Salary of Comparable Community Colleges}}$ = % Increase Formula
Cayuga	1975-76: Returning faculty receive raises as follows based on rank held in 1974-75: Instructor-$1065 plus $100 if 1974-75 salary was below $11,000, Asst. Professor-$1065, Associate Professor-$1200 if 1974-75 salary above $15,000, Associate Professor-$1250 if 1974-75 salary below $15,000, Professor-$1200 if 1974-75 salary above $17,000, Professor-$1300 if 1974-75 salary below $17,000. 1976-77: Returning faculty receive a raise of 7% of the average salary of his rank for 1975-76.
Clinton	Returning faculty receive 8% increase in 1975-76.
Columbia-Greene	1975-76: Each year returning faculty receive 4% increase over previous year's schedule plus increment.

TABLE V-B

COLLEGES REPORTING SALARY INCREASES

Community College	Salary Increases
orning	1976-77: An 8% increase above 1975-76 salary.
utchess	1975-76: A total sum of money equal to 9% of the 1974-75 total salary of teachers who returned in 1975-76 is added to teacher salaries in part by a salary adjustment and the remainder by a fixed percentage increase that will fully utilize the remainder of the total 9% salary allotment. The above percentage of the total sum of money shall be increased for each unit increase in the student/faculty ratio above the 1973-74 ratio. For the first full unit increase the incentive increase will be 2% and prorated accordingly, if less than a full unit. 1976-77: An increase of 8% developed as above except the 8% figure will be adjusted to the extent that the NY-NJ CPI 4/1/75-4/1/76 is below 6% or above 10%. This 8% will be increased by 1% for each unit increase in the student/faculty ratio above the 1974-75 ratio.
ashion Institute	1976-77: Contract provides that effective 2/1/77 an increase in compensation including salaries and fringe benefits equal to 4.0% of the Spring 1977 compensation budget to be distributed, at which time revised salary schedules will be developed. However, there has been no salary increases for 1976-77 because of regulations of the Emergency Financial Control Board. 1977-78: Effective 2/1/78 a similar increase as above but equal to 3.0% of the Spring 1978 budget. Both years the contract may be reopened to increase the above percentages but all contract terms relating to productivity are then subject to re-negotiation.
inger Lakes	1976-77: Minimum salaries increased 45% above 1975-76 minimums. New faculty members receive no less than minimum for academic rank. Wage reopener for 1977-78.
ulton-Montgomery	1976-77: Returning faculty receive 5.0% increase. 1977-78: Returning faculty receive 5.0% increase. 1978-79: Returning faculty receive 5.0% increase.
enesee	1975-76: Returning faculty divide equally an increase equal to (a) 4½% of total base payroll paid to faculty employed in 1974-75 and returning in 1975-76, plus (b) an increase equal to 4½% of total base payroll paid to faculty employed in 1974-75 and not returning in 1975-76. The total dollar difference between (a) and (b) shall be limited to $10,000. 1976-77: Wage reopener.
erkimer	1976-77: $850 increase across-the-board.

TABLE V-B

COLLEGES REPORTING SALARY INCREASES

Community College	Salary Increases
Hudson	1975-76: An increase in base salary of 10% for all.
Jamestown	1976-77: Assistant Instructor-$500, Instructor $775, Assistant Professor-$875, Associate Professor-$1200, and Professor-$1150
Jefferson Mohawk Valley	1976-77: 5% 1977-78: 5% 1977-78: 6% of 1976-77 Basic Salary.
Monroe	1975-76: Increase of 8.8% in CPI plus 2.8%. Annual salaries for each academic year shall be adjusted by the same percentage as the cost of living (Buffalo CPI). The preceding 12-month period (May to May) is used for calculating the adjustments for the beginning of each academic year. In addition, each year of the contract, the above adjusted salaries shall be improved by 2.8%.
Niagara	1976-77: An increase of $1500 above 1975-76. For faculty employed on 12-month contracts, the above dollar values shall be increased by 17%.
North Country	1975-76: Average increase in schedule for four ranks is 3.9% plus increments that average 5.3% ranging from 7% for Instructor, Step 2 to 3.7% for Professor, Step 10.
Onondaga	1975-76: Schedule for each title is 5% above previous year except for Associate Professor with a 6.2% increase in schedule. In addition, increments for each title are 5% above previous step in schedule.
	1976-77: Schedule increases 5% over previous year plus increments of 5% above previous step in schedule.
Orange	1975-76: Returning faculty receive 6.8% increase.
Rockland	1975-76: Returning teachers and administrators receive a 10% increase above previous year's pay.
Schenectady	1976-77: Returning faculty receive $500 increase added to base salary.
Suffolk	1975-76: One step increase (5%) above the 1974-75 step but limited to the top step for his academic rank.
	In addition to the increases above a promotion increment bonus will be paid to all members of the unit who have at any time been promoted. The bonus will be 2.5% of 9/1/74 salary and an additional 2.5% of 9/1/75 salary to be paid in a lump sum in February 1975 and February 1976. These bonuses are not part of regular salary. For technical assistants who have completed 3 or more years of service at the College, the above bonuses will be a minimum of $350 and $400 respectively. Unit members not entitled to above bonuses will receive $125 in each of two years as specified above.

TABLE V-B

COLLEGES REPORTING SALARY INCREASES

Community College	Salary Increases
Sullivan	1976-77: Instructional Assistants-$600, Instructors-$700, Assistant Professor-$800, Associate Professor & Professor-$900.
Ulster	1975-76: Cost-of-living increase applied to previous year's basic salaries not to be less than 5% or more than 10% (average of Buffalo and NY-NJ CPI for 12 months ending 8/31/75).
Westchester	Salary schedule increase of 6% on 9/1/73, 8.5% on 9/1/74, and 8.5% on 9/1/75 plus increments.

TABLE VI-A

FULL-TIME FACULTY BY ACADEMIC RANK AND ANNUAL SALARY[a]
COMMUNITY COLLEGES UNDER THE PROGRAM OF THE STATE UNIVERSITY OF NEW YORK, FALL 1976

Institution	All ranks		Professors		Associate professors		Assistant professors		Instructors		Lecturers	
	Number	Mean salary	Number	Mean salary	Number	Mean salary	Number	Mean salary	Number	Mean salary	Number	Mean salary
nity Colleges	4,030	$18,051	744	$24,036	1,273	$19,591	1,372	$16,038	622	$12,411	19	$10,60
irondack	66	14,178	[illegible]	20,606	22	16,748	18	12,773	12	10,126	7	10,23
oome	154	15,921	30	21,021	47	16,892	60	13,942	17	11,223	-	-
yuga County	83	16,396	28	20,116	22	17,070	24	13,603	9	10,625	-	-
inton	31	12,494	2	15,311	6	13,755	17	12,625	6	9,923	-	-
lumbia-Greene mmunity College of	34	12,791	3	17,428	8	15,245	12	12,675	11	9,869	-	-
he Finger Lakes	57	14,511	6	18,236	19	15,976	21	13,673	11	11,551	-	-
rning	103	16,837	28	21,482	37	17,392	25	14,026	13	10,660	-	-
tchess	131	19,760	26	25,542	51	21,138	39	17,066	15	12,053	-	-
ie	276	17,795	42	22,955	72	20,215	78	17,080	84	13,803	-	-
City	40	15,506	3	21,447	5	19,454	14	15,762	18	13,220	-	-
North	198	18,637	37	23,068	62	20,289	52	17,586	47	14,132	-	-
South	38	15,813	2	23,121	5	20,058	12	16,425	19	13,540	-	-
shion Institute	152	19,646	26	27,506	36	21,601	75	17,156	13	13,358	2	16,51
lton-Montgomery	53	19,805	8	26,122	27	20,160	14	17,136	4	14,112	-	-
nesee	85	15,042	17	18,243	36	15,902	17	13,876	15	10,674	-	-
rkimer County	57	14,087	1	20,355	14	18,029	25	14,208	12	10,648	5	9,44
dson Valley	250	16,983	56	20,908	76	18,004	85	15,506	33	11,773	-	-
mestown	109	15,154	12	21,165	24	17,574	47	14,717	24	11,179	2	8,00
fferson	47	17,516	9	23,725	14	19,741	15	15,372	7	11,380	2	11,56
hawk Valley	149	14,817	24	20,941	29	16,803	54	14,175	42	10,772	-	-
nroe	298	19,639	80	24,563	86	20,332	102	16,898	30	13,840	-	-
ssau	441	20,934	108	27,935	150	21,250	[illegible]	17,553	51	13,932	-	-
agara County	134	17,550	20	22,802	34	19,87[illegible]	51	16,460	29	13,124	-	-
rth Country	45	15,198	4	21,147	13	16,557	15	15,813	13	9,300	-	-
ondaga	189	18,031	27	23,850	54	19,907	91	16,110	17	13,114	-	-
ange County	136	20,496	24	25,577	44	21,952	48	18,502	20	15,979	-	-
ckland	157	17,175	27	23,071	54	18,224	66	14,779	9	11,520	1	10,40
henectady County	44	15,201	4	20,038	18	16,988	14	14,474	8	10,036	-	-
ffolk County	366	18,490	58	25,642	159	19,509	93	15,647	56	12,908	-	-
Selden	325	18,933	58	25,642	150	19,472	84	15,675	33	12,984	-	-
Western	41	14,974	-	-	9	20,125	9	15,383	23	12,798	-	-
llivan County	67	18,995	17	22,404	26	20,301	15	16,859	9	12,346	-	-
mpkins-Cortland	57	13,681	2	19,189	16	17,553	18	13,474	21	10,383	-	-
ster County	83	16,052	17	20,754	22	17,521	32	14,162	12	11,737	-	-
stchester	176	24,078	31	31,745	57	26,959	69	20,764	19	14,962	-	-

[a]All salaries converted to 9-10 months as necessary.

1

Central Staff Office of Institutional Research
State University of New York February 24, 197

TABLE VI-B

AVERAGE FACULTY SALARIES: FILLED FULL-TIME POSITIONS /1
STATE UNIVERSITY

1976-1977

	Average All Ranks	Full Professor	Associate Professor	Assistant Professor	Instructor	Lecturer
niversity Centers	$21,904	$29,249	$20,904	$15,725	$12,194	$15,516
niversity Colleges	18,089	23,206	18,221	14,632	12,212	13,851
gricultural and echnical Colleges	16,012	20,205	16,674	13,873	11,596	12,055
tatutory Colleges	20,441	25,093	18,694	14,504	11,915	12,467

1 Excludes Campus School, Research, Medical, Dental, Veterinary, Evening and Part-time Faculty.

niversity Centers are: Albany, Binghamton, Buffalo, Stony Brook

niversity Colleges are: Brockport, Buffalo, Cortland, Fredonia, Geneseo, ew Paltz, Old Westbury, Oneonta, Oswego, Plattsburg, Potsdam, Purchase, tica-Rome

gricultural and Technical Colleges are: Alfred, Canton, Cobleskill, Delhi, armingdale, Morrisville

tatutory Colleges are: College of Ceramics at Alfred, Colleges of Agriculture nd Life Sciences, Human Ecology, Veterinary College and School of Industrial Labor Relations at Cornell

ource: Executive Budget 1977-1978, p.516

TABLE VII-A

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

unity College	Standard Semester Work Load: Credit Hours	or	Contact Hours	Maximum Per Year	Lab Equation	Minimum Office Hours Per Week: Hours	Number of Days
ndack				30 credit	Maximum of 22 instructional clock hrs/wk (special provision for Phys Ed)	5	3
e	14-16		15-19	31 credit or 36 contact		On Campus 9 to 4 (hrs posted)	
a	15		20 maximum	30 credit or 38 contact		5	4
University of NY	15			30 credit			
on	15-16		18	30-32 credit or 36 contact	2 lab = 1 semester credit hour	5	4
bia-Greene			12 max if two or more sections of Eng. Comp.	30 contract 42 for Asst.Inst.	3 lab = 2 contract 1 lecture = 1 contract 1 large group lecture = 2 contract		
ng	15		18		3 lab = 1 credit hour		
ess	--		--	28 credit or 30-48 contact hrs. depending on subject area and lab courses		4	4
			14-16 Max.-18	30 contact for 2 semesters		5	5
on Institute			12				3
r Lakes			15-17 depending on subject area	30-34		4	4
n-Montgomery			16 maximum	17 per semester if half are lab courses	2/3 of weighted student contact hr. factor for specified courses	5	

TABLE VII-A

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

unity College	Standard Semester Work Load: Credit Hours	or	Contact Hours	Maximum Per Year	Lab Equation	Minimum Office Hours Per Week: Hours	Number of Days
esee	15-16		18	32 credit; 36 conta[illegible]		5 to 6	5
ximer	15-18			30	1.5 or 2 hrs = 1 lecture hour	5	3*
son Valley	--		18 (excluding mass lectures) 500 student contact hrs (3 courses)	32 contact 6 courses) no labs & max of 2 overload hr pay = $280 per hour 33 contact (ma. 5 courses) w/labs	2 hrs field supervision = 1 contact hr.	5	
estown	12-15		13-16 lab hrs.	32 contact		10	
ferson			12-18 15 (massed lectures)	30 credit 33 contact		5	
awk Valley	12 (per qtr.) 16 maximum		16 (per qtr.) 22 maximum (tri-semester schedule)	34-38 46-50 contact	2 hours = 1 teaching credit hour	5	3
roe			Minimum 12	Up to 36 depending on course.			
sau			15-16/wk, up to 1/3 of faculty may elect to teach 12 contact hrs per week at a 5% reduction in pay.				2½ plus 5 add'l hours not posted
gara			30 Lecture 36 Lecture/Lab			5	
th Country	12-15			30 credit	1 hour = 1 lecture hour		
ndaga			15 net contact	15 per semester	1½ hrs lab or 1½ hrs studio or 3 supervisory students = 1 net contact hour.	4	

TABLE VII-A

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

Community College	Standard Semester Work Load: Credit Hours	or	Contact Hours	Maximum Per Year	Lab Equation	Minimum Office Hours Per Week: Hours	Number of Days
ange	26 per year		33 per year	720 student credit hrs		5	4
ckland			14,15 or 16 English-12	30 contact		4	
henectady	15		18	47 teaching credit hrs or 56 contact hrs (tri-semester schedule)		5	3
ffolk	18 teaching hrs max			Max. 60 teaching hrs over 2-yr period - Max. 32 in 1-yr.	1-50 students 1hr = 1 teaching hr. 51-100 " " = 1½ " " 100+ " " = 2 " "	4	
(English)	15 teaching hrs max			24 teaching hours		6	
llivan	12-15 Lecture only 14-20 Combined Lecture & Lab 20-24 Physical Education			27 34 44	None	4	1
mpkins-Cortland				30 credit hour equivalent		5	
ster				30 credit (all except English)	4 contact = 3 credit hours	4	
stchester	15			Teachers with 6 or more composition classes - 25 credit maximum		Hours posted at discretion of faculty member.	

Combination of classes and office hours must include duty on each of 5 days per week.

50

51

TABLE VII-B

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

mmunity College	Class Size	Preparations Per Semester	Miscellaneous
irondack	Set by Dean		
oome		Not reported	
yuga	28	2-3 maximum	25 student advisees
ty University of NY		Not reported	
inton	Set by Dean	3 maximum. 4 for single section courses if semester credit hrs do not exceed 12. But no more than 6 preparations for year.	
lumbia-Greene	Max. 780 student contact hrs per yr (1 S.C.H. = No. students x No. Class Hrs)	3 normal; 4 maximum	
rning	30	3 normal	
ie	32 except group lectures	2	
shion Institute	25 college-wide average general goal		
nger Lakes		3-5 depending on subject area	Max. number of instruction days not to exceed 78 per semester.
lton-Montgomery	Composition & Speech[1] limited to 25 students per semester		1/5 reduction in student contact loa for advising student (in Spring semester)
nesee	Set by Dean	2 normal; 3 maximum	

TABLE VII-8

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

unity College	Class Size	Preparations Per Semester	Miscellaneous
imer	Set by Dean or the College		
on Valley	500 student contact hrs per semester maximum.	3 per semester	Limit of 20 studen per Lab Section
stown	Set jointly by faculty member & Dean of Instruction	2 normal	
erson	Normal 35 max. with some exceptions	3 maximum	Faculty-Student ra 1 to 18
wk Valley	35 normal; 40 maximum	2 per quarter normal	
oe	Set by conference between Dept. Chairman & Dean of Faculty Affairs		
au	Average class size maximums as determined in 1969-70 shall be maintained	3	College-wide stude faculty ratio of 21.1 to 1
ara		2 normal	If total load exceeds 450 student contact hrs in sem ter, Div. Chairmen may recommend load reduction.
h Country	---	3 maximum	
daga	Set by Dean	2-3 normal	Discretionary com mittee to consider ceptions to norm. opener on or about 5/1/75 on work lo

TABLE VII-B

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

Community College	Class Size	Preparations Per Semester	Miscellaneous
Orange	Set by Dean. Grievable. Max. of 25 in Freshman English	2	
Rockland	30 normal. 25 in English Composition	3 maximum	
Schenectady		3 maximum per quarter	
Suffolk	Adhere to 1973-74 maximums. May increase any class by up to 3 students.	3 maximum	
Sullivan	Variable -- 16-35	2-4	
Tompkins-Cortland	Variable	Norm = 3	30 credit hour equivalents/year
Ulster	Recommended by Dean	3	
Westchester	Norm of 30. Maximum overload by 1/3 of norm.	3	

/1 Computation of faculty members load:

Hours of Different Classes Per Week	Maximum Weighted Student Contact Hours
7 or less	450
8 or 9	400
10 or 11	350
12 or 13	300
14 or more	250

Labs & 9 specified courses have a 2/3 weighting factor

TABLE VIII

PROVISIONS AFFECTING CHAIRMEN

Community College	Chairman Title	Term of Office	Stipend	Teaching Load
Adirondack	Division	Not set	$400/yr	Max. of 24 credit hrs/yr or 18 instructional clock hours per week.
Broome	Department	Not set	$990 to $1320 Responsibility adjustment	Load reduced by 3 to 9 hours.
Cayuga	Department	3 years	$300/yr + 27 per full-time teacher	Max. of 12 credit or 16 contact hrs per semester. If over 7 faculty members, then 9 credits or 13 contact hrs. 15 student advisees.
Clinton	Division	1 year	$500 per semester	No reduction.
Columbia-Greene Area	Curriculum Coordinator	Initial 1Yr Renewal 2Yrs	None	Total load reduced by 6hrs per yr. If over 12 fac. members, then 9hrs less per year.
Corning	Division	1 Yr Renewable	$600/yr	Teaching load reduced by 6 hrs if fewer than 10 faculty in Division; by 9hrs if 10 or more faculty.
Erie				Academic Unit Coordinators are elected by their Departments & are given 6hrs reduction in teaching load. Asst. Academic Unit Coordinators receive 3 hour reduction.
Fashion Institute	Department	3 years	None	Load reduced by 9hrs/semester.
Finger Lakes	Department	Not specified	$625/semester	Reduction of 3hrs if supervising 1 to 7 full-time faculty or full-time equivalent. Reduction of 5hrs if supervising 7 or more full-time or full-time equivalent faculty.

TABLE VIII

PROVISIONS AFFECTING CHAIRMEN

Community College	Chairman Title	Term of Office	Stipend	Teaching Load
Fulton-Montgomery	Division	2 years	5% of base salary	Max. of 9 contact hrs per semester. 2/5 reduction in weighted student contact hour factor.
Genesee	Division	Not specified	Min. salary: $16,500	Load reduced by 6 to 18 credit hrs depending on size of Division. If 21 or more full-time faculty members reporting to Chairman, max. of 2 sections per year.
Herkimer	Division	Not set	$800	Total load reduced by 1/4 to 1/2.
Hudson Valley	Department	1 year	$1250(74-75) $1375(75-76)	Minimum of 6 contact hrs per semester. Max. of 2 preparations per semester.
Jamestown	Division	1 year renewable	3 credit hr overload per year	Up to 10 faculty, 9 credit hrs per semester; 11-20 fac., 6 credit hrs/semester, 20 & over, 3 credit hrs per semester.
Jefferson	Division Department	1 year 1 year	$850 $725	Total load reduced by 1/2 for Division Chairmen - 3 credit hr reduction per semester for Department Chairmen.
Mohawk Valley	Department	Board of Trustees sets policy		
Monroe	Department	3 years	$750/yr	Varies

TABLE VIII

PROVISIONS AFFECTING CHAIRMEN

Community College	Chairman Title	Term of Office	Stipend	Teaching Load
Nassau	Department	3 years	$750/yr unless previous stipend is higher	6 to 18 hr reduction per yr depending on size of Department.
North Country	Division	2 years	None	No more than 12 credit hours.
Onondaga	Department	3 years	None, may be paid for summer work	Load reduced by at least 3 contact hrs per semester
Orange	Division Department	1 year 1 year	$2500/yr $1000/yr	Load reduced by 1/2 Load reduced by 1/4
Rockland	Department	At discretion of President	7½% of base salary	Reduction of 6 contact hrs in weekly teaching load.
Schenectady	Department	Varies	$1000	Load reduced by 3-9 credit hrs per semester depending upon size of Dept.
Suffolk	Division	3 years	$1400	1 course per semester. If over 80 teachers, then 1 course per year.
	Department	2 years	$933	Min. 6 hrs reduction in load per semester. Formula based on size of department grants up to 21 hrs released time to be divided by Dept. Head and his Assistant if over 47 teachers in Department.

TABLE VIII

PROVISIONS AFFECTING CHAIRMEN

Community College	Chairman Title	Term of Office	Stipend	Teaching Load
Sullivan	Division	Not specified	$700	Load reduced by 3-12 credit hrs Fall, 3-9 Spring; depending upon size and type of Division.
Tompkins-Cortland	Division Head	Not applicable	None	3 credit hours per year.
Ulster	Division	2 years	$750	Total of 12 credit hours per year.
	Department	2 years	$375	Total of 23 credit hours per year.
Westchester	Department	Varies	None	Load reduced by 3 to 6 hours.

TABLE IX

EVENING, OVERLOAD AND SUMMER SESSION PROVISIONS

Community College		Compensation Basis	Rate of Payment for Evenings & Overload: Instructor	Assistant Professor	Associate Professor	Professor	Other Provisions	Summer Session
Adirondack		Credit Hour	$255 per credit hour. No overload.				Evening assignments are part of regular load. More than 2 evenings per wk will be avoided when possible.	Full-time faculty has preference.
Broome	1976-77	Contact Hour	$16-$19 - per contact hr (day or evening)					May be required of certain programs.
	1977-78	Contact Hour	$18-$21 " " " " "					
Cayuga	1975-76	Credit Hour	$270	$297	$329	$364	Seniority list based on rank and years of service. Lab hrs are equated. One evening assignment may be part of regular load.	Same as evening.
	1976-77	Credit Hour	$284	$312	$345	$382		
City University of NY		Hour	$22-$24	$25-$26	$27-$29	$30-$32		
Columbia-Greene		Credit Hour	$255 per credit hour.					Same as evening
Corning		Credit Hour	$280	$293	$318	$331	May teach up to 8 credit hours over regular load.	Same as evening
		Contact Hour	$225	$234	$255	$265		
Dutchess		Lecture Hour	Under 2 semesters service - $300 Over 2 semesters service - $335					
		Lab Hour	Under 2 semesters service - $228 Over 2 semesters service - $250					
Erie		Hour	9/1/76: $20 per contact hour				Full-time faculty may teach in evening.	9/1/75: $18.50 9/1/77: $20.00
Fashion Institute		Hour	1/1000 of annual salary or $21.00 to $32.00 depending upon service.					42 hour course, 8% of annual salary.
Finger Lakes		Contact Hour	For overload outside normal hours but within normal load range: $150 + 1/3 of 1% of base annual salary. For overload in excess of normal load range: $275 + 2/3 of 1% of base annual salary.					Same as evening

TABLE IX

EVENING, OVERLOAD AND SUMMER SESSION PROVISIONS

Community College	Compensation Basis	Rate of Payment for Evenings & Overload: Instructor	Assistant Professor	Associate Professor	Professor	Other Provisions	Summer Session
1976-77		$230	$250	$270	$290		
Fulton-Montgomery	Credit Hour	240 250	260 270	280 290	300 310		
Genesee	Contact Hour	1974-75: $250	1975-76: $260	1976-77: $275		Up to 2 evening courses part of regular load	
Herkimer 1975-76	Contact Hour	$240	$255	$265	$275	Assignments may be all day, all evening or divided between day and evening sessions.	Same as evening
Hudson Valley	Contact Hour	----------	$280	----------		No more than (1) evening course as part of full-time load unless more needed to compile full-time teaching load. Premium pay of $50 per semester contact hr for regular load class that ends after 6:00 PM.	
Jamestown	Credit Hour	Part-time: $180 to $280 based on education and experience. Full-time: 1/45th of average full-time salaries.				Special courses, evening assignments can be part of regular load.	1/36 of annual base sa per credit hour.
Jefferson	Contact Hour	$12.65	$15.20	$18.05	$20.90		Same as evening.
Mohawk Valley	Class Hour	14.00	15.00	16.00	17.00	Some faculty have evening assignments as part of regular load.	1/42nd of annual salar for each credit hour.
Monroe	Credit Hour	3⅓% per credit hr of the entrance level salary for each rank.					
Nassau	Contact Hour	$180 to $230 based on seniority					Same as evening.
Niagara (1976-77)	Credit Hour	----------	$325	----------		$185 lab contact hour	

61

62

TABLE IX

EVENING, OVERLOAD AND SUMMER SESSION PROVISIONS

Community College	Compensation Basis	Rate of Payment for Evenings & Overload: Instructor	Assistant Professor	Associate Professor	Professor	Other Provisions	Summer Session
North Country (Part-time)	Credit Hour	$263	$301	$339	$376	Maximum overload is 3 credit hrs per semester.	
(Full-time)		$202	$232	$261	$290	Full time faculty has preference.	
Onondaga	Net Contact Hour	----------	$275	----------		Maximum of 3 additional contact hrs per semester except by permission of the President.	Same as evening.
Orange	Credit Hour	$300	$338	$383	$432	Full-time faculty has preference. Some faculty may have evening assignments as part of regular load.	Same as evening.
Schenectady	Teaching Hour	1/60th of current annual salary				1 evening course per quarter may be required.	Same as evening (on request)
Suffolk	Contact Hour	240	270	300	340	Full-time faculty has preference. Maximum of 2 paid overload courses per semester.	Same as evening.
Sullivan	Contact Hour	$290	$310	$330	$350	Maximum of 1 course per semester, 2 per year, subject to waiver by President.	$350 per contact hr. fo students; $100 per stud in sections of 5 to 9 students.
Tompkins-Cortland (Full-time) (Part-time)	Credit Hour Based on qualifications	255	290	320	355	Outside personnel receive $255 per credit hr.	
Ulster	Credit Hour	$260	$275	$290	$305	Full-time faculty have preference.	Same as evening.
Westchester	Contact Hour	1975-76: $15.75-$23.75 according to number of semesters served.				Instructor chosen from priority list in discipline.	

TABLE X

PROMOTION AND TENURE POLICIES

Community College	Years Service For Tenure Eligibility	PROMOTION POLICIES: Assistant Professor — Academic Requirements	Assistant Professor — Years Experience	Associate Professor — Academic Requirements	Associate Professor — Years Experience	Professor — Academic Requirements	Professor — Years Experience
Adirondack	3	M.S. + 9 hrs	4	M.S. + 18 hrs	9 (3 at College)	Earned doctorate or (M.S. + 36 if employed in 1972 at College)	15 (5 at College)
Broome [1]	3 to 4	220 quality points (80 earned as Instructor)		300 quality points (80 earned as Assistant Professor)		400 quality points (100 earned as Associate Professor)	
Cayuga	4½*		5*	M.S. + 15 hrs*	3 as Asst. Prof.*	M.S. + 30 hrs*	3 as Assoc. Prof.*
	(*Recommendation of Dean & President and appointment by Board is required by all.)						
City University of NY	1 to 5	PhD or equivalent M.S.	2 4	PhD or equivalent	2	PhD or equivalent	2
Clinton	5	----------No Minimum Stated----------					
Columbia-Greene	3 - 6	----------Committee on Faculty Status recommends to President----------					
Corning	3	M.S. or equivalent	2 at College	M.S. or equivalent	5 (3 as Asst.Prof)	M.S.	8(3 as Assoc.Prof.)
Dutchess	No more than 6	Masters or equivalent	4	Masters + 25 hrs	6	Doctorate or equivalent	9
Erie	4	B+30 or equivalent combination of preparation & experience		Masters or B+30	5 (3 at College) 8 (3 at College)	M.S. + 20 hrs Masters	7 10
Fashion Institute	3 *	Automatic from Instructor to Asst.Professor		Subject to merit evaluation & recommendation of Tenure & Promotion Committee			
*Any full-time faculty member in his 5th consecutive semester shall be reemployed for a 6th semester regardless of tenure recommendation if there is a full-time position available for which he is qualified. After completing 3 consecutive years of full-time service and being reappointed on a full-time basis, tenure is automatic.							
Finger Lakes	3-year probationary period, after which a continuing appointment may be made for a period of 5 years.						
Fulton-Montgomery	3 - 5	M.S. or 150 credit hrs. (30 grad. hrs.)	3	M.S. or 170 credit hrs. (30 grad. hrs.)	6	PhD or 190 credit hrs.(60 grad. hrs.)	8

(continued)

TABLE X

PROMOTION AND TENURE POLICIES

Community College	Years Service For Tenure Eligibility	PROMOTION POLICIES					
		Assistant Professor		Associate Professor		Professor	
		Academic Requirements	Years Experience	Academic Requirements	Years Experience	Academic Requirements	Years Experience
Fulton-Montgomery (continued)	3 - 5	Combination of preparation & experience	10	Combination of preparation & experience	14	Combination of preparation & experience	18
Genesee	No Tenure 1-4 yr contracts	M.S. or equivalent	3	M.S. or equivalent	6	M.S. or equivalent	10
Herkimer	4	M.S. or professional diploma & specified hrs.	4(2 College)	M.S. + specified hrs or professional diploma	8(6 College)	Professional diploma or PhD or M.S. + specified hours.	10(8 College)
Hudson Valley	3(hired by 8/29/72) 5(" after 8/29/72)	PhD	0 6	PhD	2 10	PhD M.S.	5 7
Jamestown (Guidelines only)	4	M.S., B+30 or related experience	At least 2 as instructor	M.S.+30, B+60 or related experience	At least 2 as Asst. Professor	M.S. + 30, B+60 or related experience	At least 2 as Assoc. Professor
Jefferson	2 - 4	Masters	2	PhD Masters (45 grad. hrs)	2 6	PhD Masters (60 grad. hrs)	6 10
Mohawk Valley		Governed by Board of Trustees Policy					
Monroe	3	M.S. or equivalent experience		M.S. or equivalent experience		M.S. or equivalent experience	
Nassau	4	3 yrs as Instructor			4 yrs as Asst. Prof. + tenure		4 yrs as Assoc. Prof. + tenure
		An earned doctorate or 2 years full-time experience may be substituted for 1 yr's experience at the College.					
(Non-Teaching Professional)	3						
Niagara	2 - 5	Based on merit					

TABLE X

PROMOTION AND TENURE POLICIES

Community College	Years Service For Tenure Eligibility	PROMOTION POLICIES					
		Assistant Professor		Associate Professor		Professor	
		Academic Requirements	Years Experience	Academic Requirements	Years Experience	Academic Requirements	Years Experience
North Country	3	PhD	0	PhD	3	PhD	8
		M.S.	5	M.S.	8	M.S.	12
Onondaga	4	M.S. or BS+30	3	PhD	0	PhD	6(3 at college level)
		B.S. + 15	5	M.S.	6(3 at college level)	M.S.	15(10 in education of which 6 are college level)
				B.S.+40 + Comps.	" "	Distinguished Professorship may be granted to a "Recognized Authority" in the subject area	
				B.S.+40	9(4 at college level)		
Orange	2	Joint Reappointment, Merit, Promotion and Tenure Committee makes recommendation.					
Rockland	4 with BA 3 with MA or PhD	----------No minimums stated----------					
Schenectady	No tenure, 5 yr. continuing term contract after 5 yrs. service			Based on merit - Dean of Faculty recommends.			
Suffolk	2-5		3		4 as Asst. Prof.		5 as Assoc. Prof.
Sullivan	4	Masters or equivalent	2 at college	Masters or equivalent	3 yrs. at college, 2 yrs. in rank	Doctorate or equivalent	4 yrs. at college, 2 yrs. in rank
Tompkins-Cortland	4	Masters	Variable	Masters	Variable	Masters	Variable
Ulster	1-3	PhD	0	PhD	4	PhD	8
		M.S.	4	M.S.	9	M.S.	13
		B.S.	6	B.S.	11	B.S.	15

TABLE X

PROMOTION AND TENURE POLICIES

Community College	Years Service For Tenure Eligibility	PROMOTION POLICIES					
		Assistant Professor		Associate Professor		Professor	
		Academic Requirements	Years Experience	Academic Requirements	Years Experience	Academic Requirements	Years Experience
Westchester	3	B.S. or M.S. (150 credit hrs.)	3	B.S. or M.S. (180 credit hrs.) (30 in field)	6	M.S. or PhD (200 credit hrs.) (60 graduate & 30 in field)	8

/1 Quality points are assigned: Associate Deg - 70
Bachelors Degree - 140
Masters Degree - 170
PhD - 220

Plus 15 to 20 points for each year of experience, plus various other point values for specified activities.

71

72

TABLE XI

HEALTH INSURANCE AND SHORT TERM LEAVE BENEFITS

Community College	EMPLOYER CONTRIBUTED HEALTH INSURANCE PLANS Percent Paid by Employer: Individual Coverage	Additional Cost of Family	Name of Plan	SICK LEAVE BENEFITS: Days Per Year	Maximum Accumulation	Extended Sick Leave	Sick Leave Includes: Family Illness	Death In Family	Personal Leave	Funeral Leave
Adirondack	100	75% of combined cost	Statewide or GHI	12	180	Board action			President's approval	
Broome 1976-77	100	35	Statewide	12	150	Sick leave bank	Yes			
1977-78	100	95	"	"	"	" " "	"			
Cayuga	100	100	BC/BS Health & Dental (Indiv. only)	15	165				Dean's approval	
City University of New York	100	100	Choice BC/GHI-E GHI-HIP	20	160	Board may grant	President may grant up to 10 days for personal emergencies.			
Clinton	100	100	Statewide	21	150	Board action	No		5	
Columbia-Greene	100	100	BC/BS	13	150	President may grant 20 days; Trustees may grant 6 mos. @ full pay & 6 mos. @ ½ pay			4	
				16 (12-month employees)	180					
Corning (Effective 1/1/77)	74.3	74.4	BC/BS	12	160	Board may grant 3 mos. at ½ pay			3	4
Dutchess	100	100	Statewide	10	140	President; Board of Trustees' action			3 (4 for non-teaching educators)	
Erie	100	100	BC/BS 50-51	1¼ per mo.	165				3	3
Fashion Institute	100	100	Choice BC/BS GHI-HIP	20	220	Sick Leave Bank			7 (charge to SL)	5
Finger Lakes	100	100	BC/BS + First Aid; Consultation; Prescription Riders	10-12	180		No	No	None	3
Fulton-Montgomery	100	100	Statewide GHI same %	20-1st yr., 13 thereafter	180	Sick leave bank			3	3
Genesee	100	100	BC/BS with extended benefits rider	20	160	President may extend			3	4 (immed. family

TABLE XI

HEALTH INSURANCE AND SHORT TERM LEAVE BENEFITS

Community College	EMPLOYER CONTRIBUTED HEALTH INSURANCE PLANS Percent Paid by Employer: Individual Coverage	Additional Cost of Family	Name of Plan	SICK LEAVE BENEFITS: Days Per Year	Maximum Accumulation	Extended Sick Leave	Sick Leave Includes: Family Illness	Death In Family	Personal Leave	Funeral Leave
Herkimer	100	100	BC/BS	10/12	150	Trustee action	Yes	Yes	2 (Charge to SL)	
Hudson Valley	100	85		12½ /1	165	Only if class is covered on a voluntary basis by qualified faculty.			5	
Jamestown	100	100	BC/BS Basic Mass. Mutual Major Med.	2 mos.	0	Long term disability plan after 90 days.	Not defined			
Jefferson	100	80	Statewide-GHI same %	16(9mos) 21(10mo) 23(11mo)	126 166 180	None " "	Yes " "	Yes " "	None " "	Charge to Sick Leave " " " "
Mohawk Valley	100	100	BC/BS Major Medical	17.5	160		Yes		None	3 (Immed. Fam.)
Monroe	100 Any rate increase after 9/1/73 shall be shared equally by the individual and college.	100	BC/BS-Rochester including prolonged illness protection (PIP), maternity rider. Optional rider paid by individual.	12 /2	165	President may grant up to 6 mos. @ ½ pay.				4
Nassau	100	100		13	150 170 - 12-mo. employees				5	
Niagara	100	100	BC/BS 50-51 Plan + Major Medical	12	175	3 mos. @ ½ pay after 5 yrs. service.			3	4

Employees may elect participation in alternative health care plans or associations but college share of cost is the same.
Health insurance coverage provided for retired faculty with 15 yrs. or more of service to the same extent as actively employed faculty. This may be granted to a retiree with less than 15 yrs. service at discretion of Board.

75

76

TABLE XI

HEALTH INSURANCE AND SHORT TERM LEAVE BENEFITS

Community College	EMPLOYER CONTRIBUTED HEALTH INSURANCE PLANS Percent Paid by Employer: Individual Coverage	Additional Cost of Family	Name of Plan	SICK LEAVE BENEFITS: Days Per Year	Maximum Accumulation	Extended Sick Leave	Sick Leave Includes: Family Illness	Death In Family	Personal Leave	Funeral Leave
North Country	100	100	Statewide-GHI same%	24/3	180	Sick leave bank: less than 3 yrs.- 40 days; over 3 yrs.-90 days.	Yes	Yes	3	5 (immed. family) (deducted from sick
Onondaga	100	90	Statewide-GHI same %	9	165	After 5 yrs.-1 mo. After 10 yrs.-2 mos. After 15 yrs.-3 mos.				
Orange	100	100	Statewide-GHI same %	13/4	180				4	
Rockland	100	100	Statewide, GHI Dental Type J Basic-75% Prosthetics	3 per mo./5	180	May extend to 120 days	5 days		1	
Schenectady	100	100	Statewide	17.5	150	President grants up to 6 mos.	No	No	2	Funeral f immed. fami
Suffolk	100	100	Statewide + Dental	13/4	Unlimited	One pay period at ½ pay for each yr. of continuous service.			5	
Sullivan	100	100	Statewide & GHI	14	150	President extends 20 days. Bd. of Trustees: 6mos @ full salary, 6mos @ 1/2 salary or lyr at no salary for long term disability.	Yes	Yes	5	0
Retirees	50	35								
Tompkins-Cortland	95	95	Statewide	12	180	With special approval	No	No	2	5(also fa leave
Ulster	100	90	Statewide-GHI	12/4	150	Sick leave bank: Less than 3 yrs.- 40 days, over 3 yrs.-90 days.			6 (for 12-mo. admin.)	

77

78

TABLE XI

HEALTH INSURANCE AND SHORT TERM LEAVE BENEFITS

Community College	EMPLOYER CONTRIBUTED HEALTH INSURANCE PLANS: Percent Paid by Employer — Individual Coverage	Percent Paid by Employer — Additional Cost of Family	Name of Plan	SICK LEAVE BENEFITS: Days Per Year	Maximum Accumulation	Extended Sick Leave	Sick Leave Includes — Family Illness	Sick Leave Includes — Death In Family	Personal Leave	Funeral Leave
Westchester	100	80	Statewide (BC/BS)	12	Unlimited	Two weeks at ½ pay for each yr. of service	No	Yes	3	

/1 18 days granted upon initial appointment.

/2 After 5 years' service, additional 30 days sick leave added to total if accumulated leave is exhausted. Maximum of 165 unused sick leave days may be applied towards retirement credit.

/3 30 days for 12-month employees.

/4 Credited at beginning of school year.

/5 30 days granted initially for first-year employees.

BC/BS - Blue Cross-Blue Shield

79

80

NEW YORK STATE EMPLOYEES HEALTH INSURANCE PROGRAM
EMPLOYEE-EMPLOYER VARIABLE CONTRIBUTION RATE TABLE
MONTHLY RATES - AGE GROUP UNDER 65
Effective - July 1, 1974

PERCENT OF STATEWIDE OPTION

If Employer Pays:		50% Individual 35% Dependent		100% Individual 35% Dependent		100% Individual 50% Dependent		.00% Individual 75% Dependent		100% Individual 100% Dependent		All Options 100% Individual 100% Dependent	
Contributions are:	Code	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer
STATEWIDE PLAN													
Individual	11	7.76	7.76	0	15.52	0	15.52	0	15.52	0	15.52	0	15.52
Individual and Dependent	12	24.24	16.64	10.48	24.40	12.68	28.20	6.34	34.54	0	40.88	0	40.88
G.H.I. OPTION													
Individual	21	6.48	7.76	0	14.24	0	14.24	0	14.24	0	14.24	0	14.24
Individual and Dependent	22	24.49	16.64	16.73	24.40	12.93	28.20	6.59	34.54	.25	40.88	0	41.13
H.I.P. OPTION													
Individual	31	12.01	7.76	4.25	15.52	4.25	15.52	4.25	15.52	4.25	15.52	0	19.77
Individual and Dependent	32	39.65	16.64	31.89	24.40	28.09	28.20	21.75	34.54	15.41	40.88	0	56.29
PRIOR RETIREES													
Individual	51	6.01	6.02	0	12.03	0	12.03	0	12.03	0	12.03	0	12.03
Individual and Dependent	52	18.79	12.90	12.78	18.91	9.83	21.86	4.91	26.78	0	31.69	0	31.69

PS-508 (3/74)

81

82

NEW YORK STATE EMPLOYEES HEALTH INSURANCE PROGRAM
EMPLOYEE-EMPLOYER VARIABLE CONTRIBUTION RATE TABLE
MONTHLY RATES-AGE GROUP OVER 65
(Includes Medicare Reimbursement)
Effective July 1, 1975

PERCENT OF STATEWIDE OPTION

If Employer Pays:		50% Individual 35% Dependent		100% Individual 35% Dependent		100% Individual 50% Dependent		100% Individual 75% Dependent		100% Individual 100% Dependent		All Options 100% Individual 100% Dependent	
Contributions are:	Code	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer
STATEWIDE PLAN													
Individual	13	3.01	16.42	Cr 6.70	26.13	Cr 6.70	26.13	Cr 6.70	26.13	Cr 6.70	26.13	Cr 6.70	26.13
Individual and Dependent													
One 65 and Over	14	23.21	27.29	13.50	37.00	8.83	41.67	1.07	49.43	Cr 6.70	57.20	Cr 6.70	57.20
Two 65 and Over	15	16.51	33.99	6.80	43.70	2.13	48.37	Cr 5.63	56.13	Cr 13.40	63.90	Cr 13.40	63.90
G.H.I. OPTION													
Individual	23	Cr 1.60	16.42	Cr 6.70	21.52	Cr 6.70	21.52	Cr 6.70	21.52	Cr 6.70	21.52	Cr 6.70	21.52
Individual and Dependent													
One 65 and Over	24	15.53	27.29	5.82	37.00	1.15	41.67	Cr 6.61	49.43	Cr 6.70	49.52	Cr 6.70	49.52
Two 65 and Over	25	8.83	33.99	Cr .88	43.70	Cr 5.55	48.37	Cr 13.31	56.13	Cr 13.40	56.22	Cr 13.40	56.22
H.I.P. OPTION													
Individual	33	4.54	16.42	Cr 5.17	26.13	Cr 5.17	26.13	Cr 5.17	26.13	Cr 5.17	26.13	Cr 6.70	27.66
Individual and Dependent													
One 65 and Over	34	31.86	27.29	22.15	37.00	17.48	41.67	9.72	49.43	1.95	57.20	Cr 6.70	65.85
Two 65 and Over	35	25.16	33.99	15.45	43.70	10.78	48.37	3.02	56.13	Cr 4.75	63.90	Cr 13.40	72.55
PRIOR RETIREES													
Individual	53	Cr .35	13.06	Cr 6.70	19.41	Cr 6.70	19.41	Cr 6.70	19.41	Cr 6.70	19.41	Cr 6.70	19.41
Individual and Dependent													
One 65 and Over	54	12.99	20.25	6.64	26.60	3.56	29.68	Cr 1.57	34.81	Cr 6.70	39.94	Cr 6.70	39.94
Two 65 and Over	55	6.29	26.95	Cr .06	33.30	Cr 3.14	36.38	Cr 8.27	41.51	Cr 13.40	46.64	Cr 13.40	46.64

PS-508.1 (3/75)

83

84

TABLE XII

SABBATICAL LEAVE PROVISIONS

Community College	Years Local Service	Years Between Leaves	SALARY ARRANGEMENTS			PURPOSE OF LEAVE							No. of Yrs. Must Work at College After Sabbatical	Maximum Number on Leave Each Year	May Accept Other Financial Aid	Sabbatical Payment Reduced if Total Exceeds Present Salary
			Full Yr. Half Pay	Half Yr. Full Pay	Other	Formal Education	Research	Study	Travel	Writing	Exper. of Prof. Value	Other				
Adirondack	6	6	x	x			x	x	x	x	x		2		Yes	May reduce by excess taxable income.
Broome	6	6	x	x	3 summer sessions	x	x	x	x				2	3%	Yes	
Cayuga	6		x	x		x	x	x	x	x	x		1	4	Yes	
City University of NY	6	6	x	x	Half Yr/ Half Pay		x	x	x	x		Creative work in the arts	1			
Clinton	6	6	x	x		x	x	x	x	x	x		1		Yes	
Columbia-Greene	6	6	x	x			x	x	x(job related travel)				2	----------Not Specified----------		
Corning[1]	6	6	x	x		x	x	x	x	x		Health	1	Varies	Yes	Yes
Dutchess[2]	6	6	x	x		x	x	x	x	x	x			5.0% Teach. 5.0% Non-Teach.	Yes	Yes
Erie	6	6	x	x		x	x	x	x	x	x		1	2		
Finger Lakes	6		x	x		x	x	x	x	x	x		1		Yes, but only up to full pay if taking full year at 1/2 pay.	
Fulton-Montgomery	6	6	x	x		x	x	x	x				1	10%[3]		
Genesee	6	6	x	x		x	x	x	x		x		1	5	Yes	Yes
Herkimer	6	6	x	x		x	x		x	x	x		1		Yes	Yes

TABLE XII

SABBATICAL LEAVE PROVISIONS

Community College	Years Local Service	Years Between Leaves	SALARY ARRANGEMENTS			PURPOSE OF LEAVE							No. of Yrs. Must Work at College After Sabbatical	Maximum Number on Leave Each Year	May Accept Other Financial Aid	Sabbatical Payment Reduced if Total Exceeds Present Salary
			Full Yr. Half Pay	Half Yr. Full Pay	Other	Formal Education	Research	Study	Travel	Writing	Exper. of Prof. Value	Other				
Hudson Valley	6		x	x	Full Yr. Full pay		x	x	x		x		2 if full yr. 1 if half yr.	3-4	Yes	No
Jamestown	6	6	x	x		x	x	x	x	x	x		1	5%	Yes	No
Jefferson	6	6	x	x		x	x	x		x	x		Must intend; no specified period	5%	Yes	Yes
Mohawk Valley	6	6	x	x		x	x	x	x	x	x				Yes Approval of President	No
Monroe	6	6	x	x		x	x	x	x	x	x		1		Yes	Yes
Nassau	6	6	x	x		x	x	x	x	x	x	Health	1	7½%		
Niagara	6	6	x	x		x	x	x		x	x		1		Yes	
North Country	3			2/3 pay per month plus fringes		Not Reported							1		Yes	
Onondaga	6	6	x	x		x	x	x	x	x	x		1	--	--	--
Orange	6	6	x	x			x	x	x		x	Health	1	10	Yes	
Rockland	6	6	x	x		x	x	x	x	x	x		1	--	--	--
Schenectady	6	6	x	x		Improve qualifications, professional performance and value of service.							1	1 or more	Yes	Yes
Suffolk	6	6	x	x									1	5%		
Sullivan	6	6	x	x		x	x	x	x	x	x		Not requirement	Not specified	Not specified	No

TABLE XII

SABBATICAL LEAVE PROVISIONS

Community College	Years Local Service	Years Between Leaves	SALARY ARRANGEMENTS			PURPOSE OF LEAVE							No. of Yrs. Must Work at College After Sabbatical	Maximum Number on Leave Each Year	May Accept Other Financial Aid	Sabbatical Pay ment Reduced Total Exceeds Present Salary
			Full Yr. Half Pay	Half Yr. Full Pay	Other	Formal Education	Research	Study	Travel	Writing	Exper.of Prof.Value	Other				
Tompkins-Cortland	6	6	x	x		x	x	x	x	x	x		1	5	Yes	
Ulster	6	6	x	x			x	x	x	x	x		Must intend, no specified period	3	Yes	Yes
Westchester	6	6	x	x	Over 12 yrs 3/4 pay	Professional Development							2	5 (President may approve)		

/1 Has a maximum age limitation of 65 for granting sabbaticals.

/2 Has a maximum age limitation of 64 for granting sabbaticals.

/3 No more than 3 additional employees may be utilized as replacements for employees on sabbatical, except in the case of a year where retrenchment of tenured faculty takes effect. In a retrenchment year sabbaticals will be limited to 12% and retrenched tenured employees would be allowed sabbatical leave without regard to years of service.

89

90

TABLE XIII

EMPLOYMENT PROVISIONS FOR NON-TEACHING PROFESSIONAL STAFF

Community College	Job Title	Length of Work Year (Months)	Workweek (Hours)	Holiday - Vacation
Adirondack	Counselor	10 or 12		
	Assistant Librarian	10		12-month employees - 1 month vacation
Broome	Counselor, Computer Center, Librarian, Admissions, Continuing Education	9	35-40	Academic Calendar; can be adjusted by Department Head
Cayuga	Counselor	10 or 11	37½	Same as faculty
	Librarian	11	37½	Same as faculty
Clinton	Administrative Non-Teaching Professionals	12		21 work days vacation, plus holidays
Columbia-Greene	Librarian) Assistant Librarian) Technical Assistant)	12	40	Vacation: 23 working days
Corning	Various	12	40	13 holidays; 23 working days vacation
Dutchess	Librarian, Counselor, Directors, Registrars, Assistant & Associate Dean	12	35-40	11 holidays; 20 days vacation
Erie	Librarian (ranked)) Registrar, Counselor &) Other Technical Titles (non-ranked))	12		Same as County - 20 days' vacation
Fashion Institute	Instructional Specialists,) Technologists, Assistants (non-ranked),) Librarian, Registrar, & Counselor(ranked))	12	35; 30 Recess & Summer	30 days' vacation: Non-classroom technologist & staff 50 days' vacation: Classroom technologists & non-classroom faculty
Finger Lakes	Administrative) Librarian)	12	35	11 holidays; 21 vacation days

TABLE XIII

EMPLOYMENT PROVISIONS FOR NON-TEACHING PROFESSIONAL STAFF

Community College	Job Title	Length of Work Year (Months)	Workweek (Hours)	Holiday - Vacation
Fulton-Montgomery	Librarian, Counselor, Coordinator, Director	10 or 12		Academic Calendar except work as required during intersession and winter term period.
Genesee	Non-Teaching Professionals, Support Services, Directors, Technical Assistants	12	35	20 days' vacation - Academic Calendar except for intersession, summer & Easter. 12-month employees receive 17½% over 10 months salary plus vacation leave. 8-hour day maximum.
Herkimer	Administrative	12	35	21 working days, 8 legal holidays, plus most academic holidays.
Hudson Valley	Assistant Librarian	10	35	Academic Calendar holidays plus annual leave of 44 days.
Jamestown	Librarian, Student Personnel Staff (Counselor)	10/11	35-40	Academic Calendar - plus optional additional months by mutual agreement between library director or dean of students and individual at 1/10 of 10-month pay.
Jefferson	Librarian, Counselors, Dir. of Admissions Others	1500-1650/hrs 11	As scheduled 35	Academic Calendar 21 days vacation, 11 holidays
Mohawk Valley	Administrative Staff only	12	35	1.75 days per month for 12-month employees.
Monroe	Non-Teaching Faculty	12/10	35	2 vacation days per month. May accumulate up to 30 days.
Nassau	Non-Classroom & Professional Faculty	12	33-3/4	11 holidays; 26 working days vacation - 5 must be taken during recess. 10 days for professional development.
*Niagara North Country	Administrative, Library & Counseling Staff	10/12	37½-40	Academic Calendar for administrators. 1 month unpaid vacation and all recesses and holidays.
Onondaga	Librarian, Counselor, Audio Visual Specialist	10/12	--	Academic Calendar - 22 days vacation for 12-month employees.
Orange	Librarians, Counselors, Technical Assistants	10/11	35	Academic work year.
*Niagara	A. V. Specialist, Assistant Director Continuing Ed., Director of Admissions	12		9 Holidays, 11 in 1976.

TABLE XIII

EMPLOYMENT PROVISIONS FOR NON-TEACHING PROFESSIONAL STAFF

Community College	Job Title	Length of Work Year (Months)	Work Week (Hours)	Holiday - Vacation
Rockland	Administrators, Librarian, Counselors	12	35	6 holidays; 30 calendar days' vacation.
Schenectady	Librarian, Counselor, Nurse, Technical Assistant	10		Academic Calendar
	Coordinators, Specialist, Directors	12		1.75 days per month up to 30 days, plus Bank Holidays.
Suffolk	Librarian, Counselor /1	37 weeks	35	Academic Calendar - recesses must be covered; 12 holidays
	Techincal Assistant	10/12	35	Academic Calendar - 12 holidays for 10-month employees; 23 days vacation (12-month employees only); 13 holidays plus 7 days during Christmas & Spring recess.
Sullivan	Librarians	12	35	6 weeks' vacation 11 holidays for all employees.
	Director of Counseling	10	35	2 months' vacation
	Administrative Staff & Counselors	12	35	1 month vacation
Tompkins-Cortland	Most Non-Teaching Professionals	12	Not specified	20 working days' vacation; 11 paid holidays.
	Others	10	Not specified	Academic Calendar
Ulster	Librarian, Counselor, Directors & Administrative Staff	12	--	13 holidays; vacation--2 days per month.
Westchester	Librarian, Counselor, Administrative Staff	12	35	3 weeks' vacation; 11 holidays

/1 There shall be no reduction during the life of this Agreement in the counseling staff except by attrition.

TABLE XIV

SUMMARY OF GRIEVANCE PROCEDURES[1]

Community College	Grievance Procedure Varies with Issue	STEPS		
		Number	Union Representation Beginning at Step No.	Final Step
Adirondack	No	3	1	Arbitration
Broome	No	5	1	Arbitration
Cayuga	No	4	1	Arbitration
City University of New York	No	3	1	Arbitration
Clinton	No	3	1	Arbitration
Columbia-Greene	"Contract Grievance"	4	1	Arbitration
	"Grievance"	4	1	Board of Trustees
	"Disciplinary Case"	4	1	Arbitration
Corning	No	3	1	President
Dutchess	Contract interpretation only	3	3	Arbitration
	"Personal Grievance"	3	1	Board of Trustees
Erie	No	4	1	Arbitration
Fashion Institute	No	3	1	Arbitration
Finger Lakes	No	4	2	Arbitration
Fulton-Montgomery	Yes[2]	4	1	Arbitration
Genesee	Yes[2]	4	1	Arbitration
Herkimer	No	4	NA	Board of Trustees
Hudson Valley	No[3]	3	1	Arbitration
Jamestown	No	4	1	Arbitration

TABLE XIV

SUMMARY OF GRIEVANCE PROCEDURES[1]

Community College	Grievance Procedure Varies with Issue	STEPS		Final Step
		Number	Union Representation At Step No.	
Jefferson	No	3	2	Arbitration (Advisory)
Mohawk Valley	Contract interpretation only	3	1	Arbitration
	"Personal Grievance"	3	1	Board of Trustees
Monroe	No [4]	4	1	Arbitration
Nassau	Yes	5	1	County Executive
Niagara	No, termination excluded	4	1	Arbitration
North Country	Yes[5]	4	1	Arbitration by mutual consent
Onondaga	Yes	3	1	Arbitration
Orange	No	4	1	Arbitration
Rockland	No	4	1	Arbitration
Schenectady	Contract interpretation only	3	1	Arbitration
	"Personal Grievance"	3	1	Board of Trustees
Suffolk	Contract violations	4	1	Arbitration
	Termination, non-reappointment or failure to award continuing appointment.	4	1	Bd. of Trustees
Sullivan	Individual	4	1	Bd. of Trustees
	"Group"	4	1	Arbitration
Tompkins-Cortland	No	5	1	Arbitration
Ulster	No	3	1	Arbitration

TABLE XIV

SUMMARY OF GRIEVANCE PROCEDURES /1

Community College	Grievance Procedure Varies with Issue	STEPS		
		Number	Union Representation Beginning at Step No.	Final Step
Westchester	No	3	1	Arbitration

/1 All grievance procedures are in the contract or College Handbook

/2 Dismissal for cause or denial of tenure, grievance goes directly to Stage 2.

/3 Denial of discretionary rank promotions and non-renewal or dismissal of temporary and probationary contracts not subject to Grievance Procedure.

/4 No grievance provision for termination, separate hearing procedure provided, not allowed to go to Binding Arbitration.

/5 In Grievance Procedure for dismissal or denial of tenure, burden of proof is on the Administration.

TABLE XV

LANGUAGE GOVERNING SCOPE OF GRIEVANCE PROCEDURES

Community College	Contract Language
Adirondack	The complaint by an employee(s) of an alleged violation of any of the terms of this agreement based on a specific incident concerning which there is a dispute with respect to the meaning and interpretation of a term or provision thereof.
Broome	...(1) any claimed violation, misinterpretation or inequitable application of the terms of the Agreement or (2) any claimed improper enforcement of any existing law, rule, procedure, regulation, administrative order, or rule of the public employer. Provisions of the Professional Staff Handbook are specifically excluded under this Article and are not grievable under this Agreement...
Cayuga	A claim by the President or any faculty member or group of faculty in the negotiating unit of any violation, misinterpretation or inequitable application of any of the provisions of this Agreement...
City University of N.Y.	...(1) a breach, misinterpretation or improper application of a term of this Agreement or (2) an arbitrary or discriminatory application of, or a failure to act pursuant to, the Bylaws and written policies of the Board related to the terms and conditions of employment...academic judgment: shall mean the judgment of academic authorities (including faculty, as defined by the Bylaws, and the Board) (1) as to the procedures, criteria and information to be used in making determinations as to appointment, reappointment, promotions, and tenure and (2) as to whether to recommend or grant appointment, reappointment, promotions and tenure to a particular individual on the basis of such procedures, criteria and information. In the arbitration of any grievance of action based in whole or in part upon such academic judgment, the Arbitrator shall not review the merits of the academic judgment or substitute his own judgment therefore, provided that the Arbitrator may determine (i) that the action violates a term of this Agreement, or (ii) that it is not in accordance with the Bylaws or written policies of the Board, or (iii) that the claimed academic judgment in respect of the appointment, reappointment, promotion or tenure of a particular individual in fact constituted an arbitrary or discriminatory application of the Bylaws or written policies of the Board. (c) In cases involving the failure to appoint, promote or reappoint an employee in which the Arbitrator sustains the grievance, the Arbitrator shall not, in any case, direct that a promotion, appointment or reappointment with or without tenure be made, but upon his finding that there is a likelihood that a fair academic judgment may not be made or remade if normal academic procedures are followed, the Arbitrator shall remand the matter, including a copy of the Arbitrator's Award, to select faculty committee of three tenured full or associate professors of The City University of New York, one to be designated by the President of the grievant's college, one to be designated by the PSC, and the third to be chosed by the first two from a panel of no fewer than 20 tenured or certified professors, instructors or lecturers, or in an appropriate (sic) case, from an ancillary panel of no fewer than 5 members of the non-classroom instructional staff...
Clinton	...Any alleged violation of this Agreement or any dispute with respect to its meaning or application.
Columbia-Greene	...dispute, claim or complaint involving the interpretation or application of any provision of this Agreement...or other disputes, which do not involve the interpretation or application of this Agreement...or grievance involving discipline or discharge...

TABLE XV

LANGUAGE GOVERNING SCOPE OF GRIEVANCE PROCEDURES

Community College		Contract Language
Corning		...arising out of the course of employment...
Dutchess	Contract	..concerning the interpretation of a specific term, condition or provision of this Agreement. Disputes which do not involve the interpretation of a specific term, condition or provision of this Agreement, matters for which other means of resolution have been provided, or foreclosed either by this Agreement or by statute, rule or regulation, matters which are hypothetical, not actual, where what is sought is an advisory decision or opinion, shall not be considered a contract grievance.
	Personal	...an arbitrary or discriminatory application of, or a failure to act pursuant to the policies of the trustees or the provisions of this Agreement related to the terms and conditions of employment...
Erie* (See page 53)		...any alleged violation of the provisions of this contract, the County personnel rules and/or any issues arising as a result of employment at the college.
Fashion Institute		...a violation, misinterpretation, or misapplication of any of the provisions of this Agreement...a violation, misinterpretation or misapplication of written or established policies or procedures governing or arising out of the day to day working conditions of employees.
Finger Lakes		...any claimed violation, misinterpretation, or inequitable application of any of the terms and conditions of this Agreement.
Fulton-Montgomery		...(1) a breach, misinterpretation, or improper application of the terms of this Agreement, or (2) an arbitrary or discriminatory application of, or a failure to act pursuant to, the Bylaws and written policies of the Board related to the terms and conditions of employment.... Grievances on dismissals or denial of tenure go directly to Step 2, burden of proof on the administration; for grievances on non-reappointment of term employees, the burden of proof is on the employee.
Genesee		A complaint by any unit member or members in the negotiating unit regarding an alleged violation, misinterpretation or misapplication of the terms of this Agreement.... Grievances on termination for cause go directly to Step 2.
Herkimer		A grievance shall be defined as a claimed violation of the personnel policies of HCCC as applied to a member of the faculty of the college or as a complaint that an action or series of actions seriously affect faculty welfare or morale.
Hudson Valley		...a claim by any party hereto, a faculty member or group of faculty in the negotiating unit, based upon the interpretation, or application of this Agreement.... Grievance on dismissals, denial of tenure, or non-renewal, burden of proof is on the administration.
Jamestown		...any claimed violation, misinterpretation, misapplication or inequitable application of law, rules or regulations having the force of law, this agreement, policies, rules, bylaws and regulations of the Board and/or the trustees and/or the Chief Executive Officer...

TABLE XV

LANGUAGE GOVERNING SCOPE OF GRIEVANCE PROCEDURES

Community College		Contract Language
Jefferson		...any dispute involving a condition of employment contained in this contract. ...any claimed violation, misinterpretation or inequitable application of the terms of this Agreement...
Mohawk Valley	Contract	...concerning the interpretation of a specific term, condition or provision of this Agreement. Disputes which do not involve the interpretation of a specific term, condition or provision of this Agreement, matters for which other means or resolution have been provided, or foreclosed either by this Agreement or by statute, rule or regulation, matters which are hypothetical, not actual, where what is sought is an advisory decision or opinion, shall not be considered a contract grievance.
	Personal	...an arbitrary or discriminatory application of, or a failure to act pursuant to the policies of the trustees or the provisions of this Agreement related to the terms and conditions of employment...
Monroe		...any complaint by any person covered by this Agreement, the college or the association on its own behalf that there has been a violation, misinterpretation, inequitable application of any of the provisions of this Agreement...termination of employment shall not be the subject of a grievance.
Nassau		...any complaint or dispute...based on any event or condition affecting their terms and conditions of or on the meaning, interpretation, or application of this agreement. It shall not include matters relative to faculty members which are reviewable under the bylaws of the Academic Senate.
Niagara		...alleged violation, misinterpretation, or misapplication of the terms of this Agreement...
North Country	Contract	...a claim by the Association or any faculty member or group of faculty in the negotiating unit based upon any event or condition affecting their welfare and/or terms and conditions of employment, including, but not limited to , any claimed violation, misinterpretation, misapplication or inequitable application of law, rules, by-laws, regulations, directions, orders, work rules, procedures, practices or customs of the Board of Supervisors and/or the Trustees and/or Chief Executive Officer and/or administration.
	Dismissal	(If)...dismissal or denial of tenure involves any claimed violation, misinterpretation, misapplication or inequitable application of law, rule or regulations having the force of law, this agreement, Faculty Handbook, rules, by-laws, regulations, directions, orders, work rules, procedures, practices, or customs of the Board and/or the Trustees and/or Chief Executive Officer and/or administration, or violates any other constitutional or legal right or academic freedom...
Onondaga		...a violation, misinterpretation or inequitable application of any of the provisions of this Agreement...

TABLE XV

LANGUAGE GOVERNING SCOPE OF GRIEVANCE PROCEDURES

Community College		Contract Language
Orange		...event or condition affecting welfare and/or terms and conditions of employment including but not limited to, any claimed violation, misinterpretation, misapplication or inequitable application of law, rules, bylaws, regulations, directions, orders, work rules, procedures, practices or customs of the County and/or Board of Trustees and/or the Chief Executive Officer and/or the administration...the failure or refusal of the college to renew the contract of a probationary faculty member shall not be a grievance...unless a violation of this Agreement.
Rockland		...any alleged violation of this Agreement...
Schenectady	Contract	...disputes concerning the interpretation of a specific term, condition or provision of this agreement provided, however, that such specific term, condition or provision shall not include any matter involving an employee's rate of compensation. Disputes which do not involve the interpretation of a specific term, condition or provision of this agreement, or foreclosed either by this agreement or by statute, rule or regulation; matters which are hypothetical, not actual, where what is sought is an advisory decision or opinion shall not be considered.
	Personal	...allegation...that there has been an arbitrary or discriminatory application of, or a failure to act pursuant to, the policies of the Board of Trustees related to the terms and conditions of employment...matters concerning academic judgment or relating to appointment, tenure and promotion end with the President.
Suffolk		...a claim of violation, misinterpretation, misapplication of any provision of this contract...
Sullivan		...individual grievance (not defined)...group grievances determined by Faculty Interest Committee (not defined).
Tompkins-Cortland		...any unresolved condition connected with any institutional action or event affecting their welfare and/or the term and conditio of employment.
Ulster		...an alleged violation of the agreement or any dispute with respect to its meaning or application.
Westchester		...any claimed violation, misinterpretation or inequitable application of this contract, or of the existing laws, rules, procedures, regulations, administrative orders, or work rules of this County or the College which relate to wages, hours or working conditions; provided, however, that such terms shall not include any matter involving the re-negotiation of salary schedule (prior to the opening of contract negotiations), retirement benefits, disciplinary proceedings or any of the State of New York Education Law.
		...a grievance involving County or College policy or discretion may be submitted ..only on the question whether such policy was disregarded or was applied in such a discriminatory, arbitrary, or capricious manner as to constitute an abuse or (of) discretion
*Erie		...any alleged violation of the provisions of this contract, the County personnel rules and/or any issues arising as a result of employment at the college.

TABLE XVI

ARBITRATION PROVISIONS IN COMMUNITY COLLEGE GRIEVANCE PROCEDURES

Community College	Binding	Number of Arbitrators	Method of Selection of Arbitrator	Alternative Selection Method	Costs of Arbitration	Other Provisions
Adirondack	Yes	1	AAA		Split	
Broome	Yes	1	AAA		Split	
Cayuga	Yes	1	Mutual Agreement	AAA	Split	Dismissed tenured teacher can file grievance.
City University of NY	Yes	1	AAA	Selection in rotation from panel of six	Split	
Clinton	Yes	1	AAA		Split	
Columbia-Greene						
Contract Grievance	No	1	AAA		Split	
Disciplinary Case	Yes	1	AAA		Split	
Dutchess	Yes	1 or May be Panel	Mutual Agreement	AAA	Split	
Erie	Yes	1	AAA		Split	
Fashion Institute	Yes	1	NYSMB		Split	
Finger Lakes	Yes	1	AAA		Split	Faculty dismissed or denied re-appointment. May file for arbitration.
Fulton-Montgomery	Yes	1	AAA	AAA	Split	Faculty dismissed or denied tenure may file grievance.
Genesee	Yes	1	AAA		Split	Grievances related to non-renewal of probationary appointments or relating to retrenchment arbitration is advisory only.
Hudson Valley	Yes	1	AAA		Split	Explanation below*

*A tenured faculty dismissed or not renewed may file grievance. Probationary faculty appointment prior to 8/29/72 in last year of probation may file grievance if dismissed or not renewed. Probationary faculty appointment after 8/29/72 if not renewed in last year of probation may request written statement but not subject to grievance procedure.

TABLE XVI

ARBITRATION PROVISIONS IN COMMUNITY COLLEGE GRIEVANCE PROCEDURES

Community College	Binding	Number of Arbitrators	Method of Selection of Arbitrator	Alternative Selection Method	Costs of Arbitration	Other Provisions
Jamestown	Yes	1	Mutual Agreement	AAA	Split	Faculty dismissed or denied tenure may file grievance.
Jefferson	No	1	Mutual Agreement	AAA	Split	Agreement with Board of Trustees on policy and non-monetary items.
Mohawk Valley	Yes	1 (May be panel)	Mutual Agreement	AAA	Split	
Monroe	Yes	1	AAA		Split	College initiated grievance procedure is similar.
Nassau	No	1	Mutual Agreement	PERB	Split	
Niagara	Yes	1	Mutual Agreement from PERB List	FM&C or NYSMB	Split	Grievances concerning academic freedom can only go to 4th Step.
North Country	Yes* (See comment)	1	Mutual Agreement	PERB	Split	*May be submitted to binding arbitration only by mutual consent with the Board of Trustees & Association
Onondaga	Yes	1	PERB	AAA	Split	
Orange	Yes	1	Mutual Agreement	AAA	Split	
Rockland	Yes	3	1 + 1 = 3	Mutual Agreement	Split	If mutually agreed to, a sole arbiter may be used. Binding arbitration except in cases of additional expenditures with no current budgetary allotments.
Schenectady	Yes	3	1 + 1 = 3 /1	AAA	Split	

TABLE XVI

ARBITRATION PROVISIONS IN COMMUNITY COLLEGE GRIEVANCE PROCEDURES

Community College	Binding	Number of Arbitrations	Method of Selection of Arbitrator	Alternative Selection Method	Costs of Arbitration	Other Provisions
Suffolk	Yes	1	Mutual Agreement	AAA	Split	Probational employee termination not subject to grievance procedure.
Sullivan	Yes	1	Mutual Agreement	PERB	Split	
Tompkins-Cortland	Yes	1	Mutual Agreement	None	Split	
Ulster	Yes	1	AAA	Not Reported	Split	Probationary employee non-renewal not subject to grievance procedure, however, non-renewal in final year reviewable by Board of Trustees.
Westchester	Yes	3	1 + 1 = 3 /1	AAA	Split	

/1 1 + 1 = 3 means that each party selects one arbitrator who in turn jointly select the third arbitrator.

Notes:

AAA - American Arbitration Association
FM&C - Federal Mediation and Conciliation Service
NYSMB - New York State Mediation Board
PERB - New York State Public Employment Relations Board

115

116

TABLE XVII

UNION PRIVILEGES

Community College	Dues Deductions	Union Meetings Per Month	College Facilities	Bulletin Board	Access to Intra-College Mail Service	Other Benefits
Adirondack	Yes	1		Yes	Yes	Use of office equipment, pay for expendable supplies (Upon obtaining prior authorization).
Broome	Yes					
Cayuga	Yes	1				
City University of NY	Yes		3 days notice	Yes	Yes	Union representative - reduction of 3 contract hours in load for contract administration.
Clinton	Yes		24 hours; pay for supplies.	Yes	Yes	
Columbia-Greene	Yes		Reasonable and appropriate			
Dutchess	Yes		Reasonable and appropriate			Given 100 copies of agreement
Erie	Yes	1	48 hrs notice for special meeting.	Yes	Yes	President has reduction of 3 hrs per semester.
Fashion Institute	Yes					Office space.
Finger Lakes	Yes	1				Copy of agreement to each faculty member.
Fulton-Montgomery	Yes	1	Yes; pay for supplies	Yes	Yes	President of Association has reduction of 6 class hours per year.
Genesee	Yes	1				President or designee allowed 3 days union leave
Hudson Valley	Yes		Yes	Yes	Yes	President of Assn. has 5 days per yr. for association business not chargeable to sick or personal leave.

TABLE XVII

UNION PRIVILEGES

Community College	Dues Deductions	Union Meetings Per Month	College Facilities	Bulletin Board	Access to Intra-College Mail Service	Other Benefits
Jamestown	Yes	Yes # not specified	Pay for supplies	Yes	Yes	
Jefferson	Yes		Pay for supplies			President has reduction of 3 contract hours in load.
Mohawk Valley	Yes	1	Pay for supplies	Yes	Yes	
Monroe	Yes					Office with chair, desk, typewriter, telephone, file cabinet. President & Negotiating Team have reduced work load.
Nassau	Yes	1	Yes		Yes	Office, intra-college phone. Union designees may be granted a sum total of 6 to 9 hrs released time per semester.
Niagara	Yes		Except for recreation or social purposes.	Yes	Yes	
North Country	Yes	1	Yes	Yes	Yes	President has maximum load of 12 credit hours.
Onondaga	Yes	1	Pay for supplies	Yes		President or representative has time off for State & National union meetings.
Orange	Yes	1	Yes	Yes	Yes	President has no student advisees.
Rockland	Yes		Office only	Yes	Yes	President or designee has 3 hrs. per week off for contract administration.
Schenectady	Yes		Pay for supplies		Yes	
Suffolk	Yes		Yes	Yes	Yes	President & Chairman of the Grievance Committee each have a reduction of 6 teaching hrs per semester in their load. Office with 2 desks, 4 chairs, 2 bookcases and 2 filing cabinets. An additional 3 teaching hrs of released time per semester is granted to Assn to be assigned to an official of the Association. Up to 10 business days per yr provided for use of Assn. officers for official business.

TABLE XVII

UNION PRIVILEGES

Community College	Dues Deductions	Union Meetings Per Month	College Facilities	Bulletin Board	Access to Intra-College Mail Service	Other Benefits
Sullivan	Yes	Not specified	Yes	Yes	Not specified	Maximum 2 days' leave for association business.
Tompkins-Cortland	Yes	1	Yes	Yes	Yes	
Ulster	Yes	1	Furnish own supplies	Yes	Yes	
Westchester	Yes	1	Union pays for supplies used.	Yes	Yes	President and Union Representative have a total of 6 contact hours reduction in work load.

TABLE XVIII

MISCELLANEOUS INSURANCE BENEFITS

Community College		Miscellaneous Insurance Benefits
Adirondack		Public Liability - Personal Property
Broome	1976-77	$100,000 Comprehensive Liability-$2000 Group Life Insurance
	1977-78	" " " -$5000 " " "
Cayuga		TIAA Disability Income
City University of NY		$340 per capita, contributed by Board to City University Faculty Welfare Fund, effective 9/1/74
Clinton		Liability Insurance-$300,000/$500,000
Corning		TIAA Disability
Dutchess		TIAA Disability
Erie		Liability
Fashion Institute		Payment to UFT Welfare Fund equal to NYC Bd. of Education. 25% of Health & Hospital Plan paid (maximum $200) to those with 10 years' service retiring after 1/1/76.
Finger Lakes		Life Insurance equal to one year's salary - Disability TIAA
Fulton-Montgomery		$100,000 Liability - Group Life Insurance equal to salary
Genesee		Liability, Life, Accidental Death, Major Medical & Long Term Disability. College pays 50% of premium.
Herkimer		TIAA Long Term Disability paid by College
Hudson Valley		Pay difference between Workmen's Compensation & salary for 6 months. Such time not charged to leave time.

TABLE XVIII

MISCELLANEOUS INSURANCE BENEFITS

Community College	Miscellaneous Insurance Benefits
Jamestown	Long term disability after 90 days.
Jefferson	TIAA Disability - 50% employer paid
Mohawk Valley	Liability in performance of duty by contract
Monroe	50% employer paid for TIAA Life & Disability. 100% paid for Liability. Health Insurance coverage provided for retired faculty with 15 years' service or more to the same extent as actively employed faculty. May be granted for less than 15 years at discretion of Board.
Nassau	Employer pays $100/yr per employee for Dental Plan.
North Country	Option Plan: Employer pays 75% of $10,000 Term Life and 25% of additional $10,000 Term Life.
Rockland	TRS, TIAA, Basic Disability Insurance
Schenectady	Pay difference between Workmen's Compensation & salary.
Suffolk	Liability, Dental Insurance, $20,000 Death Benefit for those employees in retirement plans that do not have this benefit.
Sullivan	Long Term Disability; Life Insurance plan to equalize death benefits of ERS,TRS,TIAA,($20,000). Optional Group Term Insurance (additional $20,000 insurance paid by individual).
Ulster	$1,000,000 Comprehensive Liability; 100% paid Life Insurance equal to twice salary; employer pays total of $5600 per year for Long Term Disability.

Note:
TIAA - Teachers Insurance & Annuity Association
TRS - New York State Teachers Retirement System
ERS - New York State Employees Retirement System

TABLE XIX: OFFICIAL CREDIT COURSE ENROLLMENT, FALL 1976

Institution	Total	Full-time	Part-time
Adirondack	1,693	960	733
Broome	4,634	2,652	1,982
Cayuga	2,735	1,559	1,176
Clinton	1,303	665	638
Columbia-Greene	1,142	627	515
Community College of the Finger Lakes	2,342	1,195	1,147
Corning	2,784	1,952	832
Dutchess	5,700	2,843	2,857
Erie	9,508	5,415	4,093
Fashion Institute	7,625	2,913	4,712
Fulton-Montgomery	1,642	1,094	548
Genesee	2,420	1,554	866
Herkimer County	1,666	1,369	297
Hudson Valley	7,012	4,650	2,362
Jamestown	3,346	1,794	1,552
Jefferson	1,520	930	590
Mohawk Valley	6,449	2,984	3,465
Monroe	9,739	5,330	4,409
Nassau	17,456	9,878	7,578
Niagara County	4,050	2,772	1,278
North Country	1,13[illegible]	663	472
Onondaga	6,211	3,241	2,970
Orange County	5,163	2,542	2,621
Rockland	7,994	3,773	4,221
Schenectady County	3,042	969	2,073
Suffolk County	17,928	8,353	9,575
Sullivan County	1,794	1,496	298
Tompkins-Cortland	2,742	1,210	1,532
Ulster County	2,685	1,591	1,094
Westchester	7,856	4,342	3,514
TOTAL	151,316	81,316	70,000

Source: State University of New York
Central Staff Office of Institutional Research

APPENDIX A

RETIREMENT PLANS

All community colleges in New York City under the Board of Higher Education offer their full-time faculty members a choice of the following:

(1) New York City Employees Retirement System (NYCERS)

(2) New York City Teachers Retirement System (NYCTRS)

(3) Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF)

The Fashion Institute of Technology is sponsored by the Board of Education of New York City and offers its faculty members the New York State Teachers Retirement System (NYSTRS). Faculty members who are members of the New York City Teachers Retirement System may retain their membership in that system.

All community colleges outside of New York City offer their faculty members the following choices:

(1) New York State Teachers Retirement System (TRS)

(2) Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF)

The community college contribution rate for the SUNY TIAA-CREF Plan is 12% of the salary subject to the Social Security tax plus 15% of the salary in excess of the Social Security wage base. Employees hired after 7/1/76 must contribute 3% of salary. The college's contribution must accumulate for the first year of service before payment and vesting occurs. Members may make additional voluntary contributions.

APPENDIX A

RETIREMENT PLANS

(3) New York State Employees Retirement System (ERS)

The specific ERS Plan for each college depends upon various options elected by the sponsor. In the case of the five co-sponsored colleges, one of the sponsors is the sponsor of record for retirement plans. The sponsors of record are:

Adirondack Community College	Warren County
Columbia-Greene Community College	Columbia County
Fulton-Montgomery Community College	Fulton County
North Country Community College	Franklin County
Tompkins-Cortland Community College	Tompkins County

The specific ERS Plan for each college is shown on the following pages. Changes in the Retirement and Social Security Law since 1973 have resulted in three "tiers" of retirement system members. Employees who last became members of the retirement system after July 1, 1973 and before July 1, 1976 are covered by provisions of Article 11 of the Retirement and Social Security Law. While these "Second Tier" employees are covered by the same plans as "First Tier" employees, who were hired by the same employer prior to 7/1/73, they are subject to additional restrictions on retirement benefits, minimum service requirements, death benefits, normal retirement age and other provisions. "Third Tier" employees are those hired after 7/1/76. They are subject to Article 14 of the Retirement and Social Security Law which provides the Coordinated-Escalator Retirement Plan (CO-ESC).

ENDIX A: NEW YORK STATE EMPLOYEE RETIREMENT SYSTEM PLANS PROVIDED FOR EMPLOYEES OF UPSTATE COMMUNITY COLLEGES

Community College	Retirement Plan	ADDITIONAL BENEFIT OPTIONS Sick Leave Credits § 41j	 WW II Package § 41k	 Death Benefit § 60b
Adirondack (Warren Co.)	75-g		x	x
Broome	75-e	x		
Cayuga	75-g	x	x	
Clinton	75-i		x	x
Columbia-Greene	75-g		x	
Corning	75-g		x	
Dutchess	75-g	x		x
Erie	75-i	x	x	x
Finger Lakes (Ontario Co.)	75-e	x	x	x
Fulton-Montgomery	75-i	x	x	
Genesee	75-g	x	x	x
Herkimer	75-g	x	x	
Hudson Valley (Rensselaer Co.)	75-g		x	
Jamestown	75-g	x		x
Jefferson	75-g	x	x	
Mohawk Valley (Oneida Co.)	75-e	x		
Monroe	75-i	x	x	x
Nassau	75-i		x	x
Niagara	75-g	x		x
North Country (Franklin)	75-e	x	x	
Onondaga	75-g	x	x	
Orange	75-i	x		x
Rockland	75-i	x	x	x
Schenectady	75-i	x		x
Suffolk	75-g		x	x
Sullivan	75-i	x	x	
Tompkins-Cortland	75-c			x
Ulster	75-i	x	x	x
Westchester	75-i	x	x	x

ESTIMATED EMPLOYER'S NORMAL CONTRIBUTION RATES FOR FISCAL YEAR ENDING 3/31/77 (MAY 1978 BILLING)
AND FINAL RATES FOR FISCAL YEAR ENDING 3/31/76 (MAY 1977 BILLING)

For Members Joining Before July 1, 1973

	Estimated Normal Rate* 1976-77	Final Rate* 1975-7
Basic Plan (Section 70)	9.1%	8.4%

Member's contributions are required. Each member has the choice of an age 55 plan or an age 60 plan. On the age 55 plan, a member is eligible for a service retirement allowance consisting of a pension, paid by employer contributions, of 1/60th of FAS (final average salary) for each year of prior service and a 1/120th of FAS for each year of member service. The 60 year plan provides a pension of 1/70th of FAS for each year of prior service and a 1/140th of FAS for each year of member service. An annuity is based on member's contributions. Any excess contributions purchase additional annuity.

Basic Plan with 5% Reserve for Increased-Take-Home Pay (Section 70-a)	13.1%	12.4%

Member's contributions are required. Contributions required by member on basic plan are reduced by 5% of salary. The retirement allowance is the same as if the member contributed. Any excess contributions purchase additional annuity.

Basic Plan with 8% Reserve for Increased-Take-Home-Pay (Section 70-a)	15.5%	14.8%

Member's contributions are required. Contributions required by member on basic plan are reduced by 8% of salary. The retirement allowance is the same as if the member contributed. Any excess contributions purchase additional annuity.

Non-contributory Plan (Section 75-c)	18.5%	17.0%

Members are not required to contribute. Minimum retirement age is 55. The pension is 1/60th of FAS for each year of service retroactive to April 1, 1960 and 1/120th of FAS for each year of member service before April 1, 1960. A pension of 1/60 of final average salary is also included for each year of prior service. Any excess contributions purchase additional annuity.

Improved Non-contributory Plan (Section 75-e)	19.0%	18.3%

Members are not required to contribute. Minimum retirement age is 55. The retirement allowance is 1/60th of FAS for each year of service after April 1, 1938 and includes the annuity purchased by the member's age 60 plan contributions, if any, prior to April 1, 1960. For service before April 1, 1938, there is a pension of 1/120 of FAS for each year of member service or 1/60 for each year of any prior service. Any excess contributions purchase additional annuity.

Non-contributory "25 Year Career" Plan (Section 75-g) 22.7% 20.8%

Members are not required to contribute. Minimum retirement age is 55. When a member retires with 25 or more years of service, the basic retirement allowance including annuity purchased by member's age 60 plan contributions on earnings before April 1, 1960, if any, will be 1/2 of FAS for the first 25 years of service plus 1/60th of FAS for each year of service over 25. Any excess contributions purchase additional annuity. (Members with less than 25 years of service retire under the provisions of 75-e).

Non-contributory Improved "20 Year Career" Plan (Section 75-i) 25.4% 23.2%

Members are not required to contribute. Minimum retirement age is 55. When a member retires with 20 or more years of service, the basic retirement allowance including annuity purchased by member's age 60 plan contributions on salary before April 1, 1960, if any, will provide a 1/50th of FAS for each year of service. The pension portion of this allowance cannot exceed 75% of FAS exclusive of any annuity. Any excess contributions purchase additional annuity. (Members with less than 20 years of service retire under the provisions of 75-e).

* Includes Normal, Supplemental, Administrative and Group Life Insurance.

OPTIONAL COVERAGE

	Estimated Rate 1976-77	Final Rate 1975-76
1. *Application of unused sick leave as additional service credit upon retirement (Section 41-j)*	0.2%	0.2%

This applies if the earnings and accumulation of sick leave was (prior to the Member's retirement) authorized by law, rule, regulation, written order or written policy. Allowable unused sick leave credit is limited to 165 days and applied as additional service credit on a calendar day basis. For example - 90 days unused sick leave provides three months additional service credit. This time can not be used to qualify a member for a benefit.

	Estimated Rate 1976-77	Fina Rate 1975-
Contributory Plan	0.5%	0.
Non-contributory Plan	0.4%	0.

2. *Guaranteed minimum death benefit of three times annual rate of pay (rounded to next higher multiple of $1,000) but limited to $20,000. (Section 60-b)* .....

This guaranteed minimum death benefit is applicable to members who were employed on March 31, 1974 and last entered or re-entered the employ of a participating employer prior to April 1, 1974, were under age 60 when they began the employment, had at least 90 days of continuous service within the 15 months preceding death, and whose death occurs prior to July 1, 1976.

In addition to the requirements for members who die while employed, certain additional requirements must be met by a member not receiving salary on the date of his death. He must have rendered at least one year of continuous service immediately before leaving employment, been employed within the twelve months preceding death and not have been otherwise gainfully employed.

It is paid in place of the regular ordinary death benefit unless the regular ordinary death benefit is greater.

This death benefit is not available to employees who become members after June 30, 1973.

ESTIMATED EMPLOYER'S NORMAL CONTRIBUTION RATES FOR FISCAL YEAR ENDING 3/31/77 (MAY 1978 BILLING)
AND FINAL RATES FOR FISCAL YEAR ENDING 3/31/76 (MAY 1977 BILLING)

For Members Joining on or After July 1, 1973 and Before 7/1/76

NOTE: In all plans enumerated below, pension payable before any reduction for early retirement will be limited to 60% of the first $12,000 of FAS (final average salary) and 50% of any FAS over $12,000.

	Estimated * Normal Rate 1976-77	Final Norma Rate 1975-7
Basic Plan (Section 70) - Member contributions are required. Each member has a choice of an age 55 plan or an age 60 plan. Normal retirement age is 62. (The normal retirement age is the age at which full benefits are payable. If the member elects a 55 year plan, early retirement is permitted between age 55 and 61 with a reduced benefit.) On the age 55 plan, the pension which is paid by employer contributions is 1/60th of FAS (final average salary) for each year of prior service and a 1/120th of FAS for each year of member service. On the 60 year plan a pension is 1/70th of FAS for each year of prior service and a 1/140th of FAS for each year of member service. In addition member contributions purchase the annuity portion of the retirement allowance.	7.8%	7.2
Basic Plan with 5% Reserve for Increased-Take-Home-Pay (Section 70-a) - Member's contributions are required. Normal retirement age is 62. Contributions required by member on basic plan are reduced by 5% of salary. The retirement allowance is the same as if the member contributed.	11.8%	11.2
Basic Plan with 8% Reserve for Increased-Take-Home-Pay (Section 70-a) - Member's contributions are required. Normal retirement age is 62. Contributions are reduced by 8% of salary. The retirement allowance is the same as if the member contributed.	14.2%	13.6
Non-contributory Plan (Section 75-c) - Members are not required to contribute. Normal retirement age is 62. Pension is 1/60th of FAS for each year of service retroactive to April 1, 1960 and 1/120th of FAS for each year of member service before April 1, 1960. A pension of 1/60 of FAS for each year of prior service is also included. Any excess contributions purchase additional annuity.	14.0%	12.8
Improved Non-contributory Plan (Section 75-e) - Members are not required to contribute. Normal retirement age is 62. This plan provides for a retirement allowance of 1/60th of FAS for each year of service after April 1, 1938 including the annuity purchased by the member's 60 year contributions, if any, prior to April 1, 1960. For service before April 1, 1938 there is a pension of 1/120 of FAS for each year of member service. There is a pension of 1/60 of FAS for each year of prior service. Any excess contributions purchase additional annuity.	14.0%	12.8

Non-contributory "25 Year Career" Plan (Section 75-g) - Members are not required to contribute. Normal retirement age is 62. When a member retires with 25 or more years of service, the basic retirement allowance including annuity purchased by the member's age 60 plan contributions on earnings before April 1, 1960, if any, will be 1/2 of FAS for the first 25 years of service plus 1/60th of FAS for each year of service over 25. Any excess contributions purchase additional annuity. (With less than 25 years service the member retires under the provisions of 75-e).

14.4% 13.2%

Non-contributory Improved "20 Year Career" Plan (Section 75-i) - Members are not required to contribute. Normal retirement age is 62. When a member retires with 20 or more years of service, the basic retirement allowance including annuity purchased by the member's age 60 plan contributions on salary before April 1, 1960, if any, will provide a 1/50th of FAS for each year of service. Any excess contributions purchase additional annuity. (With less than 20 years of service the member retires under the provisions of 75-e).

14.9% 13.6%

* Includes Normal, Supplemental, Administrative, and Group Life Insurance.

OPTIONAL COVERAGE

	Estimated Rate 1976-77	Final Rate 1975-7
Application of unused sick leave as additional service credit upon retirement (Section 41-j) - This applies if the earnings and accumulation of sick leave was (prior to member's retirement) authorized by law, rule, regulation, written order or written policy. Allowable unused sick leave credit is limited to 165 days and applied as additional service credit on a calendar day basis. For example, 90 days unused sick leave provides three months additional service credit. This time cannot be used to qualify a member for a benefit.	0.2%	0.2%

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COORDINATED-ESCALATOR RETIREMENT PLAN (CO-ESC)

For Employees Hired After 7/1/76

Under this plan all employees must contribute 3% of their salary. The curre estimated cost for employers (1976-77) is 8.4%. The normal retirement age is 62. For employees with 20 or more years of service the retirement benefit is 1/50th of final average salary for each year of service (to a maximum of 30 years) less 50% of the Primary Social Security Retirement Benefit. For employees with less than 20 years' service, but with a minimum of 10 years, the benefit is 1/60th of final average salary for each year of service, less 50% of the Primary Social Security Retirement Benefit. Retirement benefits are reduced by 1/15th for each of the first two years retirement precedes age 62 and by 1/30th for each year retirement precedes age 60. Employees who delay retirement until age 65 are eligib for full escalation of benefits. Under this formula, benefits are either increas or decreased by the lesser of the increase or decrease in the Consumer Price Inde or by 3 percent. In no event will the benefit ever be reduced below the initial amount payable at the time escalation begins. For each month that the benefit co mencement date precedes age 65, the escalation amount is reduced by 1/36th and no escalation applies to service retirements beginning before age 62.

Accidental Disability Benefits are available immediately and Ordinary Disabi Benefits are available after five years of service. Accidental disability applie only if the member is also receiving the Social Security Disability Benefit, that is the member must be totally disabled and incapable of performing any job. The Ordinary Disability Benefit is the greater of 33-1/3% of final average salary or 2% of final average salary for each year of service.

The Accidental Disability Benefit is 2% of final average salary times the years of service a member would have earned if the member had continued in servic until eligible for escalation (but not more than 30 years). Both types of disability benefits are reduced by 50% of the Primary Social Security Disability Benefit and 100% of any Workmen's Compensation Benefit.

The Ordinary Death Benefit covers employees who are age 52 or younger when entering service and die before age 60. Benefits are one times final year's rate of pay ($20,000 maximum) after one year of service; 2 times final year's rate of pay ($40,000 maximum) after two years; and 3 times final year's rate of pay ($50,000 maximum) after three or more years of service. Maximum Ordinary Death Benefits are reduced for those who entered service after age 53.

For accidental deaths occurring during the performance of duty, the benefit is a pension to the beneficiary equal to 50% of final average salary.